

Application for Funding – Cover Page

Applicant

Business Name or Individual	Briana Williamson, Kinect Education Group	Street Address Including City, State, and ZIP Code	100 Warren Street Suite 300-139, Mankato, MN 56001
Contact Person	Briana Williamson, Kinect Education Group	Title	Senior Partner (Senior Consultant)
Phone	XXX-XXX-4307	Email	bwilliamson@kinecteducationgroup.com
Authorized Representative	Same as above	Title	Same as above
Phone	Same as above	Email	Same as above
Federal Employer Tax Id #	82-1689196	Unique Entity Identifier #	VKZXANELAH81
Dates of Active Registration in System for Award Management			06/20/2024

Total Amount of Funding Request \$80,000

Total Hours of Service 840 (1000 including travel time)

Project Period July 1, 2024 – June 30, 2026

Signature


Signature of the Person Submitting this Form

Name Briana Williamson
Name of the Person Submitting this Form (print)



Date: Jun 21, 2024

Prepared by: Briana Williamson, Co-Founder
and Senior Partner

Kinect Education Group

Program Narrative

Why Briana Williamson is the Right Consultant for NDJJSAG

My name is Briana Williamson, and I am a Senior Partner and Co-founder of Kinect Education Group. I hold a Bachelor's Degree in Criminal Justice with a focus on Sociology and Corrections, as well as a Master of Science in Educational Leadership with an emphasis on Intercultural Communication and Ethnic Studies. Over the past 10 years, I have built a robust portfolio in Diversity Data Science, Equity Assessment, and DEIB strategy. My work has been particularly impactful in the community and nonprofit sector, K-12 and higher education as well as with organizations serving youth with criminal justice involvement.

I have actively engaged with the BIPOC community in North Dakota, particularly through my connections in the Fargo area during my time as a doctoral student at MinnState Moorhead. This experience has provided me with a deep understanding of the unique challenges and opportunities faced by communities that have historically been marginalized. Through my work in early youth literacy, and through Freedom School (CDF) focused on the cradle to prison pipeline, I have spearheaded juvenile justice, child welfare and youth behavioral health education and youth development, centered around intersectionality and authentic representation, tackling initiatives and issues directly impacting the lives of BIPOC youth and their families.

My work has allowed me to develop strong relationships with community service providers, community leaders, and members of faith-based and grassroots organizations working with youth. These connections are essential in understanding the community's needs and effectively implementing DEIB strategies.

I am well-versed in juvenile justice and youth development research, including effective program models such as mentoring, restorative practices, credible messengers, family and cognitive behavioral therapy, and positive youth development programming. My training allows me to disaggregate data, connect across cultures, and craft community discussions and information-sharing experiences that ensure every identity, visible and invisible, feels included.

I have extensive experience working with public and private agencies on policy, practice, and funding improvements. This includes policy reviews, training, strategic planning, and meeting facilitation. My ability to collaborate with diverse stakeholders has been instrumental in advancing equity initiatives. I operate on a core value of universal inclusion, looking at those who may be the most marginalized and disenfranchised in any learning space and working outward to proactively address concerns such as accessibility and visibility.

My work requires strong collaboration, communication, and relationship management skills. I have successfully led teams and facilitated partnerships across various sectors, ensuring that all voices are heard and valued in the strategic planning process. With every project I work to ensuring that marketing and outreach serve as a mirrored image of the community being served. Though I live and operate every

day as a cisgender Black woman, my training in intercultural communication and ethnic studies allows me to apply tools such as our trademarked EquityRubric™ to assess and identify policies, practices, and procedures that pose a disparate impact on BIPOC communities.

I have built and maintained relationships with system partners nationwide, including schools, social services, law enforcement, and juvenile justice organizations. My unique approach includes “breaking bread” and building community with cultural and community leaders, seeking first to make contact through established pathways such as community events and meetings. I increase visibility authentically within the community by meeting them where they already are, avoiding the creation of new spaces that may seem gentrified. This includes identifying and working with local ecosystem organizations and hosting meetings and events on-site in their already established spaces, such as community centers, churches, and religious gatherings.

My qualifications and experience uniquely position me to support the North Dakota Juvenile Justice State Advisory Group (NDJJSAG) in its efforts to advance racial equity and cultural competence. As a BIPOC individual, I bring both professional expertise and personal insight into the challenges faced by communities that have been historically marginalized. I am committed to leveraging my skills and experience to create meaningful and lasting change.

Addressing the Scope of Work and Deliverables

I take a unique yet systematic approach that allows me to confidently, inclusively, and accessibly:

Facilitate Strategic Planning Sessions: My approach ensures that these sessions are inclusive and that all voices are heard, fostering a collaborative environment for strategic planning. For NDJJSAG, I will conduct comprehensive strategic planning sessions with the BIPOC community, including youth-serving community-based providers, community leaders, and representatives of Indigenous, Black, and immigrant communities statewide. These sessions will be designed to produce actionable, written recommendations and a related action plan for policy, practice, and funding changes.

Advance the Action Plan: I will support the SAG in advancing the action plan developed from these strategic planning sessions through the following actions:

- Data Aggregation and Disaggregation:** My approach ensures that data is disaggregated so that identities and disparities that normally fall through the cracks are proactively identified and explored. I work with organizations that have established trust and communication channels within BIPOC communities. This involves getting to know community members, identifying who they trust, and partnering with these organizations to collect, disaggregate, aggregate, and share information.
- Engagement with BIPOC Youth and Families:** Listening is more important than speaking. My approach involves obtaining feedback as a student, not a teacher. I screen for microaggressions and implicit bias, ensuring that community members feel valued for their time and knowledge. This approach maximizes organic opportunities for restoration and fosters an environment of mutual respect.
- Identifying and Sharing Opportunities:** I ensure that language barriers and intersectionality are at the forefront. This means using non-mainstream but trusted news channels, local BIPOC media sources, and independent journalists to engage BIPOC communities. I also recommend technical assistance and capacity-building tools to improve accessibility for funding opportunities. My experience includes building over 100 learning and development courses and customizing curriculum to meet the needs of communities exploring racism as a public health crisis, bias, and equity in education, and microaggressions in everyday life.
- Developing Pilot Programs:** I have developed and spearheaded pilot programs, securing initial and seed funding for them. I work with local trusted translation and community services to ensure that tools are available in multiple languages and accessible both virtually and in-person. I ensure that these programs are tailored to address barriers to service access and engagement effectively.
- Ongoing Discussions:** I have created courses for law enforcement agencies and juvenile probation to improve intercultural competency and explore implicit bias. I use modern technology and trusted tools to connect with youth and their families, facilitating ongoing discussions around juvenile justice diversion and community-based prevention services. This capacity extends and supports my ability

to support meetings with the SAG, law enforcement, ND Department of Health & Human Services, schools, and the ND Juvenile Court.

- Training Public and Private Agencies:** I provide training on cultural competence and equity research and best practices, helping agencies adopt their own equity and cultural competence goals through policy improvements, training, hiring, community outreach events, pilot programs, and initiatives. My approach is immersive and seeks to be more transformational than transactional. Using the trademarked EquityRubric™, I systematically assess and customize rubrics to assist organizations in getting from absent to actualized in their DEIB efforts. I also ensure that strategic planning is measurable and work to craft and identify leading indicators, key measures, and metrics that reflect holistic programmatic success (i.e., how did we support the whole person?).

Additionally, I will:

- Support the SAG in Developing/Refining the Strategic Plan:** I will help develop and refine the SAG's three-year strategic plan, focusing on reducing racial and ethnic disparities.
- Review Funding Priorities:** I will assist in reviewing funding priorities, requests for funding proposals, and applications for funding to ensure they reflect equity and cultural competence goals and priorities.
- Attend SAG Meetings:** I will attend SAG meetings and other related entities as requested, bringing my expertise to support ongoing discussions and decision-making processes.

As someone external to North Dakota but who has worked with C-Suite leaders and community members alike across the nation, including in California, Wisconsin, North Dakota, Minnesota, Iowa, Virginia, Michigan, and Illinois, I bring a wealth of experience and a fresh perspective to the work of NDJJSAG. My commitment to universal inclusion and my systematic approach to DEIB work make me an ideal partner for advancing racial equity and cultural competence in North Dakota's juvenile justice system.



Briana Williamson, M.S

Visionary Senior Partner of Kinect Education Group with over 10 years of experience in Diversity Data Science, Equity Assessment, and Diversity, Equity, Inclusion, and Belonging (DEIB) strategy. With a proven track record of driving organizational change and fostering inclusive environments, Bri is dedicated to advancing diversity initiatives and creating equitable workplaces where all individuals can thrive.

Detail your approach in working with the BIPOC community.

My approach to working with the BIPOC community is centered on inclusivity, empathy, and respect. I understand that to effectively engage with BIPOC communities, it's essential to create an environment where everyone feels valued and heard.

My individualized approach includes:

- **Temperature Checking and Reading the Room:** Before initiating critical conversations, I temperature check the room to gauge the emotional and overall capacity of participants. I observe and assess emotional responses, identifying members who might be particularly passionate or emotionally expressive. This allows me to proactively address any needs for de-escalation and ensure a calm, productive dialogue.
- **Screening for Emotional Responses:** I carefully screen for emotional responses, including microaggressions and implicit bias, to create a safe and respectful environment. By identifying and addressing these issues early, I ensure that all participants feel comfortable and valued.
- **Managing the Speed and Pace of Conversations:** I intentionally manage the speed and pace of conversations to ensure comprehension and that no one feels rushed. My goal is to create an environment where contributing members feel their input is appreciated and that they have ample time to express their thoughts fully.
- **Ensuring Comprehensive Dialogue:** I process dialogues carefully, making sure that everyone has the opportunity to speak and that their contributions are acknowledged. This approach helps build trust and encourages open, honest communication.
- **Building Trust and Community Connections:** I take the time to get to know community members and identify trusted organizations within the community. I partner with these organizations to facilitate discussions and gather feedback, ensuring that information is shared transparently and effectively.

Case Study: Strategic Planning for University Advisory Diversity Council

This case study exemplifies my approach to achieving racial equity and cultural competence through strategic planning. By using the Equity Rubric™ to conduct thorough assessments, engaging stakeholders in meaningful ways, and developing detailed and actionable plans, I ensure that each strategic plan is grounded in data and reflective of the community's vision.

In 2022, I was engaged by a large state university to work with their Diversity Council to develop a comprehensive strategic plan focused on advancing racial equity and cultural competence. The council, composed of faculty, staff, students, and community representatives, sought to create a roadmap for the university's DEI efforts over the next five to ten years.

My approach integrates these principles into every aspect of my work, ensuring effective and inclusive DEI initiatives.

Ability to Collaborate with Public/Private Agencies, Conduct Training, and Facilitate Meetings

I excel in building strong partnerships with both public and private entities, conducting impactful training, and facilitating effective meetings. Throughout this project, I collaborated closely with the university's Office of Institutional Research and the Office of Diversity and Inclusion, fostering a unified approach to DEI initiatives. I designed and delivered interactive training sessions tailored to the needs identified through the Equity Rubric™ assessment, ensuring practical application and sustained impact. Effective facilitation was key, with clear objectives, structured agendas, and techniques to enhance engagement and collaboration.

Capability with Data Collection, Analysis, Reporting, and Presenting Information

I conducted comprehensive data collection through surveys, focus groups, and interviews, ensuring a thorough understanding of the university's DEI landscape. The data was meticulously analyzed to identify strengths and areas for improvement. I prepared a detailed Report of Findings, presenting data elements, proof points, and initial recommendations to the Advisory Diversity Council and other key stakeholders, ensuring transparency and fostering a collaborative approach to developing the strategic plan. Metrics and indicators were established for ongoing evaluation and accountability.

Project Duration: 2022-Present

Project Phases and Timeline:

1. Initial Assessment and Inventory:

- Conducted an inventory using the Equity Rubric™ to assess current policies, practices, and cultural climate.
 - Engaged with various stakeholders through surveys, focus groups, and interviews to gather comprehensive data.
 - Collaborated with campus partners, including the Office of Institutional Research and the Office of Diversity and Inclusion.
2. **Data Analysis and Report of Findings:**
- Analyzed collected data to identify key areas of strength and areas needing improvement.
 - Prepared a detailed Report of Findings, including data elements, proof points, and initial recommendations.
 - Shared the report with the Advisory Diversity Council and other key stakeholders for feedback.
3. **Strategic Planning and Development:**
- Facilitated strategic planning sessions with the council to develop actionable goals and objectives.
 - Drafted the strategic plan, ensuring it was an authentic representation of the council's vision, data, opinions, and expertise.
 - Iteratively refined the plan based on feedback from the council and other stakeholders.
4. **Finalization and Implementation Planning:**
- Finalized the strategic plan and prepared an implementation roadmap.
 - Conducted training sessions and workshops to build capacity for implementation among university staff and faculty.
 - Developed metrics and indicators for ongoing evaluation and accountability.

Other Organizations Involved:

- Office of Institutional Research
- Office of Diversity and Inclusion
- Various student organizations and faculty committees

Impact/Outcome:

The strategic plan provided a clear and actionable framework for advancing racial equity and cultural competence at the university, including:

- **Targeted recruitment and retention strategies for BIPOC faculty, staff, and students.**
- **New cultural competency training programs for all university members.**
- **A DEI accountability framework with regular progress reports.**
- **Enhanced collaboration with local BIPOC communities, resulting in stronger community-university partnerships.**

My ability to collaborate with public and private agencies, conduct impactful training, and facilitate effective meetings can be demonstrated through this project. Additionally, my expertise in data collection, analysis, reporting, and presenting information ensures that strategic plans are data-driven and actionable. This comprehensive approach guarantees that DEI initiatives are not only planned but also successfully implemented and monitored for continuous improvement.



Date: Jun 21, 2024

Prepared by: Briana Williamson, Co-Founder
and Senior Partner

Kinect Education Group

Unique Entity ID

VKZXANELAH81

Proposed Timeline for DEIB Strategic Planning (July 1, 2024 – June 30, 2026)

Phase	Activity	Timeline	Mode
Initial Assessment and Inventory	Stakeholder meetings, surveys, focus groups, Equity Rubric™ assessment	July 2024 - Sept 2024	In-person & Virtual
Data Analysis and Report of Findings	Data analysis, Report of Findings preparation, stakeholder feedback	Oct 2024 - Dec 2024	Virtual
Strategic Planning and Development	Planning sessions, drafting and refining strategic plan	Jan 2025 - March 2025	In-person & Virtual
Finalization and Implementation Planning	Finalize plan, training sessions, develop DEIB metrics	April 2025 - June 2025	Virtual & In-person (Training)
Implementation and Capacity Building	Implement plan, provide training, monitor progress	July 2025 - Sept 2025	In-person & Virtual
Monitoring and Evaluation	Progress reviews, evaluate DEIB metrics, strategy adjustments	Oct 2025 - Dec 2025	Virtual
Continued Implementation and Support	Support implementation, address challenges, maintain communication	Jan 2026 - March 2026	In-person & Virtual
Final Review and Future Planning	Review DEIB implementation, document lessons, plan next phase	April 2026 - June 2026	Virtual
Ongoing Throughout the Project	Regular advisory group meetings, stakeholder engagement, progress reports	July 2024 - June 2026	In-person & Virtual

Budget Outline for Developing the 3-Year Strategic Plan for the North Dakota Juvenile Justice State Advisory Group (NDJJSAG)

Project Duration: July 1, 2024 – June 30, 2026
Total Estimated Budget: \$80,000 (All-inclusive)

All-Inclusive Pricing Guarantee*

My general rate for DEIB strategic planning with highly matrixed organizations is \$100 per hour. For this project, I am applying an equity scale to accommodate a rate of \$80 per hour, ensuring affordability while maintaining the same level of expertise and quality.

This bid is all-inclusive, covering all costs associated with the project, including research, assessment, analysis, strategic planning sessions, report writing, and other related activities. With the comprehensive nature of DEIB strategic planning, costs can often exceed initial estimates due to the extensive work involved. The estimated cost for this project is fixed at \$80,000 for the period of July 2024-June 2026; if the project takes longer (more hours than estimated, higher travel or print costs etc.) the total amount billed will remain the same, effectively decreasing the hourly rate as the additional hours are absorbed within the agreed budget. This guarantee ensures that the cost remains predictable and within the allocated budget.

The time breakdown is estimated and illustrative based on similar projects.

Detailed Breakdown of Costs

Category	Hours	Rate	Cost
Initial Assessment and Inventory Consultant Fee	100	\$80/hour	\$8,000
Data Analysis and Report of Findings Consultant Fee	80	\$80/hour	\$6,400
Strategic Planning and Development Consultant Fee	120	\$80/hour	\$9,600
Finalization and Implementation Planning Consultant Fee	100	\$80/hour	\$8,000
Implementation and Capacity Building Consultant Fee	100	\$80/hour	\$8,000
Monitoring and Evaluation Consultant Fee	80	\$80/hour	\$6,400
Continued Implementation and Support Consultant Fee	80	\$80/hour	\$6,400
Final Review and Future Planning Consultant Fee	80	\$80/hour	\$6,400
Regular Advisory Group Meetings (Ongoing) Consultant Fee	100	\$80/hour	\$8,000
Subtotal for Estimated Consultant Hours	840		\$67,200
Travel Expenses (In-Person Meetings/Workshops, actual based on per diem)			\$12,500
Other Direct Costs (Assessment and Survey Analysis Software, CRM Fees)			\$500
Materials and Printing (for trainings, marketing and outreach, reports)			\$1,800
Total Project Cost			\$80,000

Summary Breakdown of Costs

Category	Cost	Purpose and Computation Basis
Travel	\$11,500	Travel for in-person stakeholder meetings, workshops, training sessions, and support visits, based on state rates.
Supplies	\$1,800	Office supplies, postage, training materials, and copy paper estimated based on expected consumption.
Consultant Fees	\$67,200 (\$80/hour estimated around 840 hours)	Consultant services for all project activities, estimated at \$80/hour over 840 hours.
Software Procurement	\$500	Assessment and survey analysis software, one-time procurement.
Other Direct Costs	\$1,000	Rent, reproduction, and telephone services estimated based on project needs.
Total Project Cost	\$80,000	Comprehensive budget covering all project activities and associated costs.

Summary of Costs by Phase

1. **Initial Assessment and Inventory (July 2024 - September 2024)**
 - **Consultant Hours:** 100 hours @ \$80/hour = \$8,000
 - **Travel Expenses for In-Person Meetings:** \$1,500
 - **Assessment and Survey Analysis Software:** \$500
 - **Total:** \$10,000
2. **Data Analysis and Report of Findings (October 2024 - December 2024)**
 - **Consultant Hours:** 80 hours @ \$80/hour = \$6,400
 - **Travel Expenses for In-Person Meetings:** \$1,000
 - **Materials and Printing:** \$500
 - **Total:** \$7,900
3. **Strategic Planning and Development (January 2025 - March 2025)**
 - **Consultant Hours:** 120 hours @ \$80/hour = \$9,600
 - **Travel Expenses for In-Person Workshops:** \$1,500
 - **Materials and Printing:** \$500
 - **Total:** \$11,600
4. **Finalization and Implementation Planning (April 2025 - June 2025)**
 - **Consultant Hours:** 100 hours @ \$80/hour = \$8,000
 - **Travel Expenses for Training Sessions:** \$1,500
 - **Materials and Printing:** \$500
 - **Total:** \$10,000

5. **Implementation and Capacity Building (July 2025 - September 2025)**
 - **Consultant Hours:** 100 hours @ \$80/hour = \$8,000
 - **Travel Expenses for On-Site Support:** \$1,500
 - **Total:** \$9,500
6. **Monitoring and Evaluation (October 2025 - December 2025)**
 - **Consultant Hours:** 80 hours @ \$80/hour = \$6,400
 - **Travel Expenses for Progress Reviews:** \$1,000
 - **Total:** \$7,400
7. **Continued Implementation and Support (January 2026 - March 2026)**
 - **Consultant Hours:** 80 hours @ \$80/hour = \$6,400
 - **Travel Expenses for Support Visits:** \$1,500
 - **Total:** \$7,900
8. **Final Review and Future Planning (April 2026 - June 2026)**
 - **Consultant Hours:** 80 hours @ \$80/hour = \$6,400
 - **Travel Expenses for Review Meetings:** \$1,000
 - **Materials and Printing:** \$300
 - **Total:** \$7,700
9. **Ongoing Throughout the Project (July 2024 - June 2026)**
 - **Regular Advisory Group Meetings:** 100 hours @ \$80/hour = \$8,000
 - **Travel Expenses for Meetings:** \$1,500
 - **Total:** \$9,500

Grand Total: \$80,000

References

- **Dr. Henry Morris, Vice President of Diversity and Inclusion, Minnesota State University, Mankato (507-389-6747)**
- **Brooke Alexander M.S, Elected School Board Member**
- **Nichelle Shannon, Certified Housing Counselor/LMS Management SWMHP**

Phone Numbers for references available on request (contact information not public information for all)

Bid submitted via email to jjisag@ndaco.org by Briana Williamson, Senior Partner, Kinect Education Group.

Thank you for considering this proposal. I am ready to engage, collaborate, and drive meaningful change with SAG.

Briana J. Williamson, ABD
{E} bwilliamson@kincteducationgroup.com

SUMMARY OF QUALIFICATIONS

- 10+ years of progressive experience in DEI consulting, program management and service delivery including the creation, implementation and administration of diversity, equity and inclusion programming, training and professional development.
- Expert level experience consulting across corporate stakeholders and constituencies including individual and team capacity building to create inclusive work environments.
- Creation and implementation of cutting edge corporate workforce inclusion campaigns including marketing and communications plan, scripts for training and professional development, storyboard development and training the trainers.
- Expert experience creating curriculum, applied DEI coaching and creation and management of personal and team professional development to create capacity to building civility and create conducive environments for courageous equity-minded leadership.
- Experience pulling, sorting and using data to share stories related to evaluating programs and services to improve access, opportunity and equity based outcomes.
- Highly organized, energetic, self-motivated and detail-oriented leader with strong communication and interpersonal skills across multiple constituencies; upper administration, co-workers, community members, donors, and clients.
- Strong experience and demonstrated knowledge building trust and establishing relationships critical to providing remote consultative services, technical assistance and DEI support.

EDUCATION

Doctorate of Education, Education Administration

ABD, DEC 24'

Minnesota State University, Moorhead

Certificate, Intercultural Communication and Conflict Resolution

Master of Science, Educational Leadership

Bachelor of Science, Corrections

Certificate, Non-Profit Leadership

Minnesota State University, Mankato

PROFESSIONAL EXPERIENCE

Equity Network
Executive Director, Mankato MN

March 2020

Kinect Education Group

Senior Partner and Lead DEI Data Analyst
Director of Learning Management System Development

June 2017-Present

- Actively participated in ongoing client interactions and engagements to provide comprehensive support to clients and stakeholders across sectors.
- Played a vital role in researching and synthesizing complex ideas in diversity, equity, and inclusion to create actionable solutions for clients, stakeholders and C-Suite leaders.
- Leveraged strong communication skills to convey research findings and insights to diverse audiences and across multiple constituencies.
- Utilize secondary research and data to promptly respond to client inquiries and create content for clients and consistently deliver high-quality materials that met or exceeded expectations.
- Displayed strong project management skills by setting clear agendas, defining timelines, and providing continuous support to project teams during advisory work.
- Worked collaboratively within a team environment, collaborating closely with relationship managers and research teams to provide comprehensive support to existing members.

Minnesota State Colleges and Universities

(July 2013-March 2020)

System Office

Director of Equity Assessment, Office of Equity and Inclusion

November 2019-March 2020

- Research development and equity assessment and reporting for 30 state colleges and 7 universities.
- Compliance and assessment with an equity lens to ensure racial equity goals are disaggregated and addressed at the systemic level in education systems.
- Knowledge and awareness of DEI principles in K12 and higher education, working with community and state organizations to facilitate change in secondary education systems.
- Project management of large-scale, complex projects spanning across multiple institutions.
- Development of learning outcomes, assessment plans, and conducting assessment projects.
- SME level Experience working with cultural competency and awareness appropriate to train faculty/staff/students and build relationships within communities of color and bridge gaps with other communities.
- Experience working with diverse communities and working with large and diverse

stakeholder groups.

- Experience hosting and supporting large-scale and complex meetings, webinars and training for a diverse range of stakeholders.

Accomplishments:

- Successful HEED award submission for the entire Minnesota State College and University System.
- Monthly Board of Trustees data and information collection, presentation submission and presentation on issues impacting systemic equity and inclusion.
- Presentations for large audiences including the President's Leadership council of 30 community college and university presidents.
- Coordination of system-wide Power in Diversity Conference for over 400 students, faculty and staff from the Minnesota State system.
- Completed Office of Civil Rights reviews for compliance at community colleges receiving Perkins funding.
- Completed system-wide campus climate study consisting of tool development through final report of findings. Campus climate completed at 3 state community colleges and 1 university. Presented findings to the Board of Trustees for the entire state system.

Institutional Diversity, Minnesota State University, Mankato

Director of Student Success
Director of African American Affairs
Recruitment and Retention Advisor

July 2013-Nov 2018

- Student development and intentional success coaching and advising of graduate and undergraduate underrepresented and at-risk students.
- Adjunct faculty for student learning and development courses as well as courses for future teacher preparation.
- Curriculum development and assessment design for co-curricular programming.
- Use of data and analytics to monitor student receptivity to course design, development of responsive course learning models for at-risk students.
- Teaching, Learning and Instructional Design with an Equity and Accessibility lens for student success.

Accomplishments:

- Implemented initiatives and policy reform that directly impact institutional ability to close the achievement gap.
- Cabinet level presentations on student success for historically marginalized students.
- Created retention plan for Institutional Diversity.

- Coordination of national Dr. Micheal T. Fagin Pan African conference for over 500+ students, faculty and staff from across the nation. Coordinated offers for keynote speakers including Judge Mathis, Shaun King and Dr. Michael Eric Dyson to name a few.
- Successfully submitted grant applications including the GPS (Guided Pathways to Success) to increase funding to support recruitment and retention of historically marginalized students.
- Direct contact with students including student organizations, fundraising for student programming, Multicultural Awareness Months (Black History Month, Women's History Month, American Indian Month) from start to finish.
- Budget management and oversight of 50k in direct funding and 100k indirect funding.
- Supervision of full-time student success advisors, graduate student program advisors and work-study student support.

Program Advisor

Jan 2012-July 2013

Institutional Diversity

- Development and implementation of marketing and recruitment strategies for underrepresented student populations.
- Developing and maintaining relationships with constituencies within secondary environments and community agencies.
- Advising of underrepresented and at-risk students.
- Providing university representation at community events, high school and college fairs.
- Planning, facilitating and evaluation of department specific initiatives for the recruitment and retention of underrepresented populations such as Discover MSU, phone calling nights for prospective student follow-up and on-campus visit days.
- Serving as point person for high school counselors during the application and enrollment process for underrepresented students.
- Development of specialized recruitment initiatives for underrepresented populations inclusive of College Access Program prospects, first generation and Pell-eligible students.
- Using a data driven approach to move forward university initiatives for underrepresented student recruitment.

Accomplishments:

- Coordinated and expanded College Access Program including using data to identify and close gaps in financial aid completion.
- Numerous awards for service and commitment to equity and inclusion.
- Advocated for and applied for funding to implement an early-alert system to support student success of not just underrepresented students, but all students.

Leadership and Enrichment Coordinator

Aug 2009-Dec 2011

Institutional Diversity

- Advising College Access Students to increase academic program awareness and financial literacy.

- Planning of summer enrichment schedule for College Access Summer Bridge Program.
- Serving as university representative for high school and college fairs.
- Building connections with community organizations and metropolitan area high schools.

Additional Experiences

Author of over 150 DEI training tools and holder of Trademark for DEI Equity Rubric to evaluate policy, practice and procedure.

Published DEI Children's Book Author

Principal Investigator/Grant Writer

- Lead grant writer for successful grant proposals that have secured over 2 million in grant funds.
- Submitted and completed grant updates and reports for agencies.
- Researched, planned and applied for grants across various agencies to grow and fund future diversity, equity and inclusion initiatives.

References and/or full CV available upon request.

