

## PROFILE

- A visionary and collaborative leader experienced at designing, implementing, managing, and assessing diversity, equity, and inclusion programs in business settings as well as academic, nonprofit, government, and philanthropy.
- An astute businessman with over 10 years' administrative experience as Founding President of Logan Consulting Services, LLC and 10 years' experience as Founding Executive Director, Director of Curriculum and Instruction, and Program Director and Facilitator with the nonprofit SOUL Creations.
- A culturally competent inclusive educator with 15+ years as an adjunct professor of diversity and social justice in Chicago, IL., and research expertise in multicultural education and racial and ethnic identity development; master facilitator, and a certified online instructor since 2011.
- A member of the Illinois Diversity Council, a National Diversity Council Certified Diversity Professional, a Workforce Diversity Institute Certified Diversity Practitioner, a certified Family Life Educator.
- A unique ability to understand and engage with diverse groups of people including over 7 years' experience living and working in 23 countries throughout North and Central America, the Caribbean, South Pacific, Southeast and Southern Asia, the Middle East, and West Africa.

## EDUCATION

### Doctor of Education | Adult & Continuing Education 2011

#### National Louis University | Chicago, IL

*Dissertation (developed and authored model): Black Prism: The Logan Uhuru Model of Self to Selfethnic Liberatory Transformation – Expanding the Parameters through Cultural Immersion*

### Master in the Art of Teaching | Elementary Education 1993

#### National Louis University | Chicago, IL

*Focus: Impact of culture on teaching and learning*

### Bachelor of Science | Business Administration & Marketing 1989

#### Southern Illinois University | Carbondale, IL

*Focus: International Marketing*



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## RELEVANT PROFESSIONAL EXPERIENCE

*Diversity, Equity and Inclusion Consulting, Training & Speaking*

### **Dr. Logan Consulting, LLC. 2012–Present**

*Partial List of Clients*

- **City of Evanston. Evanston, IL.**

- **Evanston City Council**

- Co-planned and facilitated two 4.5-hour goals-planning sessions for members of the city council to establish its 2023 – 2025 priorities. 2022-2023
- Collaborated with the Deputy City Manager in planning and partially facilitating an orientation for the new city council. 2021

- **Evanston Police Department**

- Served four contracts as lead consultant and trainer collaborating with chief of police and command staff in creating and facilitating a diversity and inclusion program for the department’s sworn officers and civilian personnel.
- Assessment included designing, implementing, and facilitating 25 focus groups, 7 affinity groups, and dozens of interviews with the mayor, city council members, community members, and document analysis. Program included 28 half-day and full day workshops, various one-on-one consultations, recommendations, and suggestions.
- Centered on community policing, topics included identity, implicit bias, stereotype threat, selective attention, and responding to mental health needs in the community. 2015–2019
- Consulted, planned, and moderated town hall meetings. Topics included:
  - › *Race, Ethnicity, and Community Policing in Evanston.* 2017
  - › *Drugs, Gangs, and Unsolved Murders in Evanston.* 2017
  - › *Social Media, Crime Prevention and Community Policing in Evanston.* 2017
  - › *Rights, Responsibilities and Reasonability in Evanston.* 2017
  - › *Community Inclusion in Community Policing in Evanston.* 2016

- **Connections for the Homeless. Evanston, IL.**

Planned, developed, and facilitated an organizational equity assessment program including focus groups, affinity groups, interviews, and document analysis; currently facilitate peace circles and affinity equity circles with staff and leadership; chartering an Equity Team, developing DEI goals, benchmarks, and budget; provide training, consultation, and coaching to leadership and staff. 2020 – Present

- **The Harbour. Park Ridge, IL.**

Planning and facilitating weekly restorative circles for residential and program staff; providing executive coaching to the executive director; tailoring and implementing an organizational Equity audit, chartering an Equity Task Force, and providing trainings. Led the planning committee for the inaugural annual retreat. 2022 – Current

- **The Moran Center for Youth Advocacy. Evanston, IL.**

Developing an antiracism scoping and assessing program for individuals (staff & board) and the organization; including developing an Antiracism Team, and assessment of organizational policies and practices, direct service settings, and implementing antiracism improvement plans. 2022 – Current

- **MacArthur Foundation. Chicago, IL.**

- For the Culture, Equity, and the Arts program assisted Foundation staff in designing and leading four working sessions with a panel of participatory Grantmakers in a deliberative process to make funding recommendations. 2022-2023

- Consulted on and facilitated the restructuring of the Chicago Commitment’s Arts and Culture grantmaking program. Worked with leadership and over 30 board presidents and executive directors of arts-based organizations on the process and criteria by which funding requests are assessed. 2018–2019
- **Erikson Institute. Chicago, IL.**
  - Facilitated a series of small group discussions for the Promising Math 2022: *Racial Justice in Early Mathematics Conference*. 2022
- **College of American Pathologists. Northfield, IL.**
  - Provided professional facilitation services for conducting a diversity, equity, and inclusion strategy discussion for the Extended Leadership Team. 2022
- **Music Institute of Chicago. Chicago, IL.**
  - Facilitated professional development training for faculty, staff, and Trustees: *Exploring Diversity, Equity, and Inclusion: Basic Challenges, Opportunities, and Strategies for the Music Institute of Chicago*. 2022
  - Keynote for the annual MLK, Jr. Celebration Concert: *Drum Major for Justice – Leaning into Action*. 2022
- **Advocate Good Shepherd Hospital & Condell Medical Center. Libertyville, IL.**
  - Keynote for the Annual Dr. Martin Luther King Jr. Lunch: *Living into HIS Dream*. 2022
- **Interfaith Action of Evanston. Evanston, IL.**
  - Keynote for the Annual Interfaith Thanksgiving Service: *Finding Hope & Possibility in the Perpetual Struggle*. 2022
- **The Safer Foundation. Chicago, IL.**
  - Provided an opening ritual and interactive presentation on: *The Purpose & Power of the Drum*. 2022
- **Northwestern University. Evanston, IL.**
  - **Kellogg School of Management**
    - Facilitated a West African restorative drum circle for 25 students using music as a method of healing, relaxation, and connecting with others. 2022
  - **Family Institute**
    - Led a workshop for graduate students on: *The Socio-Cultural, Socio-Historical and Socio-Economic Dynamics of the Evanston Community*. 2016
- **Evanston Chamber of Commerce. Evanston, IL.**
  - Facilitated a two-part series for board of directors: *Advancing Racial Equity at the Evanston Chamber of Commerce*. 2021
  - Consulted in the planning, development, and facilitation of workshop series: *Developing Benchmarks for Advancing Racial Equity at the Evanston Chamber of Commerce*. 2021
- **Respiratory Health Association. Chicago, IL.**
  - Consulted in the planning, development, and facilitation of a racial equity program exploring identity, bias, and unpacking racism for staff, board, and associates board members. 2021-2022
- **Heartland Alliance. Chicago, IL.**
  - Consulted in and facilitated a four-part antiracism program for ~70 board members and 10 members of executive staff leadership from four organizations within the alliance ( Heartland Alliance Health, Heartland Alliance International, Heartland Housing, and Heartland Human Care Services); provided train-the-trainer sessions and resources for 10 members of the Anti-Racism Response Team (ARC). 2021 – 2022. Topics included:
    - *Becoming an Explicitly Antiracist Organization*
    - *Unpacking Whiteness*
    - *Managing Unconscious Racial Bias*
    - *Action Planning for a More Racially Diverse, Inclusive, and Equitable Board*

- **Chicago Red Stars Professional Women's Soccer Team.** Bridgeview, IL.  
Consulted in the development and facilitation of restorative circles for the athletes on leadership, teambuilding, conflict resolution, and communication. 2022
- **Cass School District 63.** Darien, IL.  
Keynote and two-part training for annual teacher and staff school year kickoff Inservice: *Culturally Competent Student Engagement - A 21st Century Education Imperative.* 2021–2022
- **CCC Intelligent Solutions.** Chicago, IL.  
Developed and facilitated training for identified organizational leaders in the Peak Performance Program: *Intercultural Communication in the Workplace.* 2021
- **Wilmette Public Schools District 39.** Wilmette, IL.  
Planned and facilitated training for the Board: *Deepening Board Members' Understanding of Racial Equity.* 2021
- **Illinois Holocaust Museum and Education Center.** Skokie, IL.
  - Planned and facilitated training for staff and leadership:
    - *Eradicating Implicit Bias and Micro-Inequities in Organizations.* 2021
- **Fulbright Scholars Program, Northeastern Illinois University.** Chicago, IL.
  - Designed and facilitated orientation for the Program Pre-Departure Orientation for Sub Saharan Africa for 80 students and scholars: *Your Identity Abroad.* 2021, 2022
  - Panelist, Career Development: *Black to Work Virtual Panel.* 2021
- **Loyola University, Chicago School of Law.** Chicago, IL.  
Facilitated a workshop for undergraduate and graduate students in the Leadership & Management Seminar Series, titled: *Culturally Competent Leadership: A 21st Century Imperative!* 2021
- **Illinois Association of School Administrators – DuPage Region Mini Conference.** Schaumburg, IL.  
Keynote for superintendents: *Lessons of Life, Love, and Equity.* 2021
- **East Side Water Polo Club.** Evanston, IL.  
Designed and facilitated training: *Strategies for Managing Implicit Bias.* 2021
- **DePaul University, Community Service Studies Program.** Chicago, IL.
  - Designed and facilitated workshops for undergraduate and graduate students in the Community Leadership course. Topics included:
    - *Community Leadership Through the Lens of Equity, Diversity, and Inclusion.* 2021
    - *Workshop Facilitation Through the Lens of Equity, Diversity, and Inclusion.* 2020
- **National Geographic Learning-Cengage.** Chicago, IL.  
Planned and facilitated training for members of the K-12 Reading & Language Arts and Career and Technical Education teams: *The Impact of Identity and Implicit Bias on National Geographic Learning Team Members and Students.* 2020
- **American Bar Association, Tort Trial, and Insurance Practice Section.** Chicago, IL.  
Keynote speaker for 2020 TIPS Virtual Fall Plenary on Making the Workplace More Inclusive and Equitable: *Inclusive Leadership – A 21st Century Business Imperative.* 2020
- **Chicago Metropolitan Agency for Planning (CMAP).** Chicago, IL.  
Consulted and facilitated training for 100 members of staff and leadership on: *Creating an Organizational Culture of Racial Equity.* 2020
- **Rotary International.** Evanston, IL.  
Consulted and facilitated one half-day training for the international board of directors and one half-day training for the international board of trustees, both titled: *Inclusive Leadership – A 21st Century Business Imperative.* Resulted in the voting and passing of a resolution to engage in an organizational wide diversity, equity, and inclusion assessment. 2020

- **Chicago Windy City Lions Club.** Chicago, IL.  
Keynote for members: *What Lions Regionally, Nationally, and Internationally Can Do to Help End Racial Oppression and Create More Equity.* 2020
- **Evanston Public Library.** Evanston IL.  
Consulted and facilitated 8 train-the-trainer sessions for staff of diversity trainers implementing Project READY: *Reimagining Equity & Access for Diverse Youth*; Provided keynote for All Staff Day, titled: *Unpacking Whiteness, Reimagining Equity & Access.* 2020
- **Evanston Cradle to Career.** Evanston, IL.  
Co-planned, co-designed, and facilitated the first (and ensuing) *Youth Antiracist Community Building Equity Summit(s).* 2020-present
- **Burr Ridge Community Consolidated School District 180.** Burr Ridge, IL.
  - Coach teachers towards developing culturally responsive curriculum for students. 2021-2023
  - Coach the principal on leadership, curriculum, and community engagement. 2021–2022
  - Keynote for annual Teacher and Staff school year kickoff Inservice: *Education 2020: Meeting Needs of Families and Teachers During Dual Pandemics.* 2020
- **McKinley Horizon Science Academy Charter School.** Chicago, IL.  
Panelist for annual Teacher and Staff school year kickoff Inservice: *Equity in Education in the 21st Century.* 2020.
- **College of Lake County.** Lake County, IL.  
Keynote for The Annual Pawel Adamowicz Memorial Symposium on Inclusivity: *The Critical Importance of Inclusion in A Free Society.* 2020
- **Skokie/Morton Grove School District 69, Lincoln Middle School.** Skokie, IL.  
Implementation of the DLS N-Word Project: planned and facilitated training for district leadership team, district equity team, teachers’ in-service, parent/caregiver seminar, and six workshops for students. 2020–2021
- **Y.O.U. (Youth and Opportunity United).** Evanston, IL.  
Facilitated 12 restorative circles for clinical team of youth and family counselors cultivating stronger team dynamics, and a culture of support and open communication. 2020
- **Evanston/Skokie School District 65.** Evanston, IL.
  - Facilitated four Student Assignment Project Virtual Interactive Presentation Sessions with the Evanston/Skokie school community gathering feedback and input to best meet needs in the community. Topics included: Selective Enrollment Programs, Neighborhood Schools, and Magnet Schools. 2021-2022
  - Planned and facilitated training for staff and leadership titled: *Implicit Bias & Stereotype Threat in Early Childhood Education.* Joseph E. Hill Early Childhood Center. 2020, 2021
  - Consulted in the design, implementation, and management of:
    - District-wide orientation on *The DLS N-Word Project.* 2019–2020
    - Professional Development for staff. Topics include:
      - › *Culturally Relevant Student Engagement of African American Students,* Lincolnwood School. 2015
      - › *Developing Cultural Competence for Educators,* Kingsley School, Orrington School, Lincoln School. 2015
      - › *Understanding Diversity and Difference in Evanston,* Orrington School. 2015
      - › *Navigating Real Life Diversity with Our Kids Program,* D65 PTA Council. 2014–2016. Topics include:
        - *Bridging the Difference Through Dialogue and Action.* 2016
        - *Tools and Research to Help Us Talk with Our Kids About Difference.* 2015

- Co-founded Courageous Conversations series for staff and the school community at Washington School. Topics included:
  - *Allies in Action*. 2015
  - *Identity Development at Home, School and in Society*. 2014
  - *Conversations on Commonalities – Latinx, African & Spanish History & Culture*. 2014
  - *Strategies, Keys & Considerations for Discussing Race and Racism with Children*. 2014
  - *Diversity Can BE Difficult: Washington Talks About It*. 2014
  - *Conversations about Our Cultures – Navigating Cultural Differences*. 2013
  - *Exploring Intercultural Competency*. 2013
- D65 2nd Forum of Conferences for Hispanic Parents: *Should We Talk About Race and Racism with Our Children?* 2014
- **Rotary Club of Evanston.** Evanston, IL.  
 Consulted on and facilitated a strategic planning process helping the club focus the centennial and strategic plan. 2019
- **Transition Projects, Incorporated.** Portland, OR.  
 Consulted with the board of directors, executive leaders and key senior staff leaders in the creation and assessment of an organizational development & strategic planning program focused on racial equity. 2018–2019
- **Evanston Scholars.** Evanston, IL.  
 Consulted and facilitated diversity, equity and inclusion workshops for leadership, staff, mentors, and students. 2016–2018. Topic included:
  - *Culturally Relevant Mentoring of Black, Hispanic, and Asian Students*
  - *Racial Identity and Academic Achievement of BIPOC Students*
  - *Who Am I? Academic Identity Exploration*
  - *Racial & Ethnic Identity & the College Selection Process*
- **Learning Bridge Early Education Center.** Evanston, IL.  
 Consulted on and facilitated a staff assessment process and professional development training program for administration, staff, and parents. 2017–2018
- **Family Institute, Northwestern University.** Evanston, IL.  
 Led a workshop for graduate students: *The Socio-Cultural, Socio-Historical and Socio-Economic Dynamics of the Evanston Community*. 2016

## **YWCA/Evanston North Shore, Equity Institute. 2021-present**

### *List of Clients*

- **Bridge Communities.** Wheaton, IL.  
 Co-designing and co-leading an organizational Diversity, Equity, and Inclusion Assessment, Strategy, and Implementation program; includes developing an Equity & Belonging Team, and training for board members, leadership, mentors, and staff on several topics of antiracism. 2022–present. Topics include:
  - *Introduction to Equity and Belonging*
  - *Bias and Accountability*
  - *Privilege and Power*
  - *White Dominant Culture*
- **Art Encounter.** Evanston, IL.  
 Co-designing and co-leading a Diversity, Equity, and Inclusion Assessment and Audit process; includes developing an Equity Team, and training for board members, leadership, staff, and artists on several topics of antiracism. 2022–present



- **Unitarian Church of Evanston.** Evanston, IL.  
Co-consulted in the development and facilitation of the Becoming Equitable Institutions program including consulting with the Anti-Oppression Task Force and Benchmarks Committee, and co-leading the Bridges & Tunnels Subcommittee. 2021–2023
- **Altair Financial & Investment Advisors.** Chicago, IL.  
Co-facilitated a series of eight workshops for executive leadership, mid-level management, and staff. 2022. Topics included:
  - *Microaggressions - Intent Vs. Impact*
  - *Managing Implicit Bias*
  - *Understanding Power & Privilege*
  - *Developing Cultural Humility*
- **Evanston Youth Hockey Association.** Evanston, IL.  
Co-facilitated 4 workshops for board of directors, staff, and coaches. 2021. Topics included:
  - *Microaggressions - Intent Vs. Impact*
  - *Managing Implicit Bias*

## Partial list of related keynotes, talks, workshops, and trainings

**Lake County Government**  
Lake County, IL

**Osher Lifelong Learning Institute**  
Evanston, IL

**Illinois School of Professional Psychology.**  
Chicago, IL

**Global Youth Leadership Institute.** Lake Forest, IL

**Quest Academy**  
Palatine, IL

**St. Louis Community College**  
St. Louis, MO

**McDonalds Corporation**  
Oak Brook, IL

**Lewis University**  
Chicago, IL

**C. G. Jung Center.**  
Evanston, IL

**Lake Forest College**  
Lake Forest, IL

**Expo for Today's Black Woman V-103 Radio**  
Chicago, IL

**High Point Community Center**  
Romeoville, IL

**Evanston Township High School**  
Evanston, IL

## RELEVANT PROFESSIONAL EXPERIENCE

### *Higher Education*

### Courses Taught

- **Harper College,** Palatine IL  
**Adjunct Faculty**
  - Diversity 101 (Exploring Diversity in the U.S.) 2013–2016
- **Northeastern Illinois University,** Chicago, IL  
**Adjunct Faculty**
  - EDFN 411B-1 (African Summer Institute). 2004–Current
  - JUST 363 (Globalization and the Pursuit of Justice). 2015–2016
  - JUST 332 (Race & Ethnic Relations). 2014–2016
  - JUST 101(Introduction to Diversity & Social Justice). 2011–2018
  - ACAD 101B (Seminar I). 2007–2013

- ACAD 102B (Seminar II). 2007–2011
- ACAD 103 (Pan African Studies). 2007–2009
- ICSC 103 (Introduction to Inner City Studies). 2007

- **International Academy of Design & Technology**, Chicago, IL

- **Adjunct Instructor**

- AFAM 350 (African Culture and Civilization). 2002–2005
    - COM 104 (Interpersonal Communication and Human Relations). 2001–2003
    - PHIL 101 (Critical Thinking). 1999–2005
    - MAT 104 (Mathematical Concepts). 1998–2002

## Academic Development & Student Affairs

- **Northeastern Illinois University**, Chicago, IL

- **Program Specialist, Project Success** 2006–2012

- **Curriculum Development & Instruction**

- Designed and taught Seminar I & II courses utilizing theories in adult education to teach and develop college-success skills such as: time, money, and stress management; note-taking; test-taking; balancing work & family responsibilities; career and leadership development. 2007-2012
      - Utilize the ADDIE Model of Instructional Systems Design to create curriculum, make assessment-based revisions to the seminar course for adult students; revised syllabi, modified and streamlined competency-based learning outcomes, sequenced course content. 2007–2012
      - Cultural Exploration Project: Initiated an interdisciplinary competency-based learning community with ethnic identity and academic identity development as a process and a goal for underrepresented students of diverse and non-traditional backgrounds. Proposed the planning committee to the program director, initiated its development, chaired the committee, and serve as lead instructor. 2009–2011

- **Program Development**

- **Inaugural Field Day Fire Night:** Initiated and coordinated an overnight on-campus camp out cultivating experiential learning, teambuilding, and life skill development for underrepresented students of diverse and non-traditional backgrounds. 2011–2012
      - **Inaugural Seminar Team Building Day:** Developed and coordinated event for the first-year cohort. 2011–2012
      - **Inaugural Fun in the Sun Program Orientation:** Worked in partnership with Project Success staff to develop, coordinate and assess its success. 2011–2012
      - **Critical Conversations:** Co-developed and coordinated a safe, respectful, and constructive space in which underrepresented students of diverse and non-traditional backgrounds engage in critical discourse regarding racial / cultural / ethnic stereotypes, assumptions and prejudices. 2010–2011
      - **SEEDS:** - Student Organization Co-Advisor. The literary arts journal of Northeastern Illinois University. 2009–2010
      - **Urban Sankofa** – Founder, Student Organization Advisor: A student organization that facilitated over 30 co-curricular workshops and performances at NEIU and in partnership with various community organizations. 2007–2010
        - › Recruited, trained, and established executive student committee.
        - › Taught members fundamentals of West African drumming and dance. Booked and choreographed performances. Facilitated workshops for faculty, staff, and students.



## ○ **Advisement**

### **Mentor-Based Academic Advisement**

- Effectively planned and managed caseload advisement of up to 65 underrepresented students of diverse and non-traditional backgrounds, including orientation and registration, assessment activities, and intrusive and probationary advisement.
- Utilized a mentor-based advisement approach focused on academic advisement, professional and career counseling, personal advising, identity development, student engagement and on-campus advocacy
- Experienced at advising/counseling students with emotional, psychological, and behavioral challenges; worked collaboratively with counseling office and families in addressing needs of students.

## ○ **Recruitment**

Responsible for recruiting underrepresented students of diverse and non-traditional backgrounds throughout Chicagoland, making on-and-off campus presentations to prospective students and their families, counselors, teachers, administrators, and postsecondary coaches.

- In 2010, 28% of the students enrolled in the program attended one of 5 targeted schools.
- In 2009, 82% of the students admitted to the program attended one of 5 targeted schools.

## **Conferences and Presentations**

### **Peer Review & Invited {2005 – 2013}**

- Presented: *Cultural Immersion and Its Implications for African American Identity*. 2<sup>nd</sup> NEIU African and African American Symposium: Globalization and Identity in Africa and the African Diaspora. 2013
- Presented: *Palestine / Israel through Ebony Eyes: African Americans Immersed in the Israeli / Palestinian Conflict*. Northeastern Illinois University, Angelina Pedrosa Center for Diversity and Intercultural Affairs. 2013
- Presented: *Black Prism: The Logan Uhuru Model of Self to SelfEthnic Liberatory Transformation - Expanding Parameters through Cultural Immersion*. Northeastern Illinois University, Third Annual Faculty Research & Creative Activities Symposium. 2012
- Presented: *Masculinity: Moving Beyond Misogyny, Homophobia, and Violence*. Northeastern Illinois University, Angelina Pedrosa Center for Diversity, and Intercultural Affairs. 2012
- Presented: *Understanding and Serving Refugee & Immigrant Students Effectively through Music*. Northeastern Illinois University, Cultural Connections Institute. 2012
- Presented: *Learning Art & Living Artfully: West African Drumming*. Northeastern Illinois University, Art in Response to Violence Conference. 2012
- Presented: *Black Prism: The Logan Uhuru Model of Self to SelfEthnic Liberatory Transformation- Expanding the Parameters through Cultural Immersion*. National Louis University, Adult & Continuing Education Research Conference. 2011
- Presented: *Death Capital of the World: NEIU Perspectives on Experiences with Immigration & Social Justice Issues at the USA / Mexico Border*. Northeastern Illinois University, 16<sup>th</sup> Annual Equity in Action Conference. 2010
- Co-Panelist: *Conversations on Commonalities in the Latino and African American Communities*. Northeastern Illinois University, Equity in Action Conference. 2010
- Presented: *Perspectives from the Boarder and Beyond on Immigration in America*. Northeastern Illinois University, Student Activities Department. 2009
- Presented: *The World through Ebony Eyes*. Northeastern Illinois University, MNGT 378 (College of Business; Women and Diversity). 2009 – 2012

- Presented: *The Inward Journey: A Personal Journey of Critical Reflection, Transformation, Liberation*. Northeastern Illinois University, Academic Development. 2009 – 2013
- Co-Presented: *Education of the African American Adult: A Historical Overview*. National Louis University, Doctoral Program. 2008
- Co-Panelist: *The Message in the Music: Bob Marley and Lucky Dube - Agents of Social Change*. Northeastern Illinois University, AAANACA (African, African American, Native American, and the Americas) Annual Heritage Conference. 2008
- Presented: *Transformative Learning Theory: In Their Own Words – What You Need to Know!* National Louis University, Doctoral Program. 2008
- Presented: *The Rhythm of College Readiness*. Northeastern Illinois University, Summer Transition Program. 2008
- Presented: *The Inward Journey: A Personal Journey of Critical Reflection, Transformation, Liberation*. Northwestern University, Student Affairs, Annual Heritage Program. 2001
- Presented: *Experiencing and Learning from the Rhythm Within*. Northeastern Illinois University, T.E.A.M. (Teachers of Experiential and Adventure Methodology) Conference. 2005 – 2010
- Presented: *Teaching Teachers How To Teach About African People, African History, and African Culture Through Music from the African Diaspora*. Northeastern Illinois University, EDFN 411B-1 (Summer Learning for Educators Institute). 2005 – 2019

### **Invited, Community**

- Discussant: *“The Smartest Kids in the World”* book. National Louis University Alumni Association. Evanston, IL. 2014
- Presented: *Rooted, Connected, and Transformed: A Non-Western Perspective*. Lake Street Church of Evanston. Evanston, IL. 2013. Topics:
  - *Rooted: Responding to the Soul Summoning*
  - *Connected: Crossing the Threshold of Cultural Immersion*
  - *Transformed: Becoming a Born-Again Human Being*
  - *Liberated: Non-Western Ways of Learning, Knowing, and Being*
- Grand Marshal & Speaker: *The Diversity of Human Values*. Chicago Walk for Human Values, Sathya Sai Centers of Chicagoland & Milwaukee. Chicago, IL. 2012
- Keynote: *The African American Male Presence: Produced Locally, Prominent Globally* RHOyal Tribute to Fathers Annual Gala. Chicago, IL. 2011
- Keynote: *The Road to College, Pathways to Success*. Partnership for the Future. Closing Ceremony. 2010
- Panelist: *Balancing Business and Art in Nonprofit Organizational Development*. The Art of Nonprofit Management Symposium. Chicago, IL. 2005
- Presented: *Basic Health & Nutrition for Everyday People*.
  - Evanston/Skokie School District 65. Evanston, IL. 2000
  - Tri-Masters Program, Truman College. Chicago, IL. 1999
- Presented: *The Inward Journey: A Personal Journey of Critical Reflection, Transformation, Liberation*. The Link Corporation - NorthShore. Evanston, IL. 1993

### **Supervision of Graduate Student Research**

Reginald C. Jackson (2011 – 2013). *A Case Study Regarding the Continued Impact of Institutional Racism on African American Men in Corporate America: The Need for Intra-Racial Mentoring* (National Louis University, Adult and Continuing Education Doctoral Program).

## RELEVANT PROFESSIONAL EXPERIENCE

### *Nonprofit*

- **S.O.U.L. Creations, Inc., Evanston, IL. 1998–2008**

- **Founding Executive Director**

- Assembled Executive & Advisory Board of Directors, Fundraising Committee, and Program Committee.
- Managed and directed the agency towards its goals and objectives as approved by the Board of Directors.
- Co-created and guided the organization towards its vision statement, mission statement and business plan.
- Raised money and secured and maintained partnerships i.e. Illinois Arts Council, Evanston Community Foundation, 21st Century Community Learning Centers, Irwin E. Steans Center for Civic Engagement (De Paul University), and the Kellogg School of Management (Northwestern University).
- Selected, trained, supervised, and evaluated one full-time Assistant Director, and one full-time and one part-time Administrative Assistant.
- Created a new volunteer training manual. Responsible for selecting and training board members, fundraising committee members, program committee members, and over 40 parent, teacher and community volunteers (promotion and marketing, merchandising, stage crew, light crew, disc jockeys, caterers, ushers, and chaperones).
- Oversight of two staff retreats, one board retreat, weekly staff meetings, and program committee and fundraising committee meetings.
- Developed and implemented a yearly assessment and goals plan.

- **Director of Curriculum and Instruction**

- Developed curriculum that met 27 academic K – 12 Illinois Learning Standards in English Language Arts, Social Science, Physical Development and Health, Fine Arts, and Foreign Languages.
- Developed curriculum and instruction manual for program facilitators, instructors, and new hires; responsible for staff training and development; observed, assessed and provided continual feedback to program facilitators and instructors, ensuring that programs meet K–12 Illinois Learning Standards.
- Oversight of the creation and management of the teacher in-service training for collaborating teachers.

- **Program Director and Facilitator**

- Created and led two programs that meet 27 academic standards in five learning areas.
- Directed the development and implementation of 54 elementary, middle school and high school residencies and after school programs within communities of diverse backgrounds throughout the Midwest.
- Selected, trained, supervised, and evaluated one full-time Program Coordinator, one part-time Program Facilitator, and seven part-time Instructors.
- Oversight of the creation, management and evaluation of the parent/family orientation.
- Organized community tours (i.e. Northwestern University, Chicago State University, Mexican Fine Arts Museum, DuSable Museum of African American History, Soul Vegetarian Restaurant).
- Oversight of the creation and management of six bi-annual culminating ceremonies.

- Utilized innovative and individualized instructional methods to teach, advise and mentor students identified as having severe behavioral, emotional and physical disabilities.
- Coordinated guest speakers for the Guest Speakers Series
- **Artistic Director, Facilitator and Performer**
  - Responsible for developing and coordinating six community-culminating ceremonies involving as many as eighty 3rd – 12th grade students from five schools in five different cities at one time.
  - Performed as a dancer and/or percussionist in over 100 musical and theatrical productions for audiences at pre-schools; elementary, middle, and high schools; universities, community centers, governments, festivals, and faith-based organizations throughout the Midwest.

## **S.O.U.L. Creations’ Partial list of Venues 1998 – 2008**

### **Partial List of K-8 Residencies and After-School Programs**

<b>Chalmers School</b> , Chicago, IL.	<b>Oakton Elementary School</b> , Evanston, IL.	<b>Manley High School</b> , Chicago, IL.
<b>Pershing Magnet School for the Humanities</b> , Chicago, IL.	<b>Lincoln Elementary School</b> , Evanston, IL.	<b>Betsey Rhodes Magnet School</b> , Skokie, IL.
<b>Chute Middle School</b> , Evanston, IL.	<b>Summer of Service Camp, Manley High School</b> , Chicago, IL.	<b>Washington Elementary School</b> , Evanston, IL.
<b>Dewey Elementary School</b> , Evanston, IL.	<b>Park Ridge Youth Campus</b> , Park Ridge, IL.	<b>YWCA North Shore Evanston</b> , IL.
<b>Price Elementary School</b> , Chicago, IL.	<b>Park School, Special Ed.</b> , Evanston, IL.	<b>Haven Middle School</b> , Evanston, IL.

### **Partial List of Workshops**

<b>Anixter Center for Disabled Adults</b> , Chicago, IL.	<b>Joseph Sears School</b> , Kenilworth, IL.	<b>Orrington Elementary School</b> , Evanston, IL.
<b>Noyes Cultural Center</b> , Evanston, IL.	<b>H.A.W.K. Manhood Development Program</b> , Evanston, IL.	<b>Parents Work</b> , Evanston, IL.
<b>Dance Center Evanston</b> , Evanston, IL.	<b>McGaw YMCA, Child Care Center</b> , Evanston, IL.	<b>Waukegan Public Library</b> , Waukegan, IL.
<b>Oakton Community College</b> , Des Plaines, IL.	<b>Mt. Zion Baptist Church</b> , Evanston, IL.	<b>Pope John XXII. Elementary School</b> , Evanston, IL.
<b>Duncan YMCA</b> , Chicago, IL.	<b>Nicasa</b> , Round Lake, IL.	<b>Northeastern Illinois University African Summer Institute</b> , Chicago, IL.
<b>Evanston Day Nursery</b> , Evanston, IL.	<b>Northeastern Illinois University, Adult Women Student Program</b> , Chicago, IL.	<b>Lincoln Elementary School</b> , Evanston, IL.
<b>Niles Township High School, Off Campus Learning Center</b> , Skokie, IL.	<b>University School of Milwaukee</b> , Milwaukee, WI.	<b>T.E.A.M. Conference Northeastern Illinois University</b> , Chicago, IL.
<b>Evanston Township High School</b> , Evanston, IL.	<b>Ricky Birdsong, Not Just Basketball Camp</b> , Chicago, IL.	<b>Dewey Elementary School</b> , Evanston, IL.
<b>Jesse Owens Elementary, Community Academy</b> , Chicago, IL.	<b>Mason Elementary School</b> , Chicago, IL.	<b>Sherman Methodist Church</b> , Evanston, IL 60201
<b>Greeley Elementary School</b> , Winnetka, IL.	<b>Vacation Bible School, Good News Community Church</b> , Chicago, IL.	<b>Robert Crown Summer Camp</b> , Evanston, IL.

## Partial List of Performances

**Carter Temple C.M.E. Church**, Chicago, IL.

**Children of Uganda, Opening Performance**, Evanston, IL.

**Ethical Humanist Society**, Skokie, IL.

**Intell Management & Investment Co.**, Chicago, IL.

**University of Illinois, Extension 4-H Program**, Grayslake, IL.

**Evanston Public Library, Tyger Tyger Poetry Slam**, Evanston, IL.

**Oakton Community College**, Des Plaines, IL.

**Noyes Cultural Center**, Evanston, IL.

**Dewey Elementary School**, Evanston, IL.

**Second Baptist Church**, Evanston, IL.

**First Church of God**, Evanston, IL.

**H.A.W.K. Manhood Development Rites of Passage Ceremony**, Evanston, IL.

**Lake Street Church**, Evanston, IL.

**T.E.A.M. Conference Northeastern Illinois University**, Chicago, IL.

**Ridgeville Park District**, Evanston, IL.

**Evanston Family Therapy Center, Narrative Therapy Conference**, Evanston, IL.

**St. Paul A.M.E. Church**, Glencoe, IL.

**Lincoln Elementary School**, Evanston, IL.

**Peer Services, Inc., Operation Snowflake**, Evanston, IL.

**First United Methodist Church of Evanston**, Evanston, IL.

**Family Focus Center**, Evanston, IL.

**Reba Early Learning Center**, Evanston, IL.

**Pershing Magnet School For the Humanities**, Chicago, IL.

**Living Faith A&M Church**, Schaumburg, IL.

**Evanston Church of God, the New Testament**, Evanston, IL.

**Wildwood Elementary School**, Chicago, IL.

**Lincolnwood Elementary School**, Evanston, IL.

**Manley High School**, Chicago, IL.

**Price Elementary School**, Chicago, IL.

**Y.W.C.A. North Shore, Destiny Girls**, Evanston, IL.

**Evanston Township High School Ebony Ball**, Evanston, IL.

**Oakton Elementary School**, Evanston, IL.

**St. Andrews Church**, Evanston, IL.

## MANUSCRIPT IN PREPARATION

**The World Through Ebony Eyes:** Insights from Surviving White Supremacy, Developing Ethnic Identity, and Healing with Indigenous Love (to be self-published, Fall 2026).

## INTERNATIONAL & INTERCULTURAL EXPERIENCE

Culturally focused world traveler with seven+ years' experience working and living in 23 countries including The Fiji Islands, New Zealand, Australia, Papua New Guinea, Indonesia, Singapore, Malaysia, Thailand, Laos, India, Israel/Palestine, Ghana, Burkina Faso, Mali, Guinea, Ivory Coast, Belize, Guatemala, Jamaica, Puerto Rico, Canada, and extensively throughout the U.S. 1989 – Current

- **Studied and experienced Indigenous restorative practices** in Fiji, New Zealand, and Papua New Guinea. 1994–1997
- **Studied and experienced non-Western ways of learning and knowing**, ethnic and gender identity development, the social organization of gender relations, kinship and social structures, and patterns of interaction between racial and ethnic groups. 1989–1991; 1994–1997
- **Faculty Leader - Alternative Spring Break Border Awareness Immersion Experience**, Northeastern Illinois University. Provided pre-departure through post-travel advising, preparation, and service unique to the needs of students of diverse backgrounds.
  - Led 10 undergraduate students to **San Miguel, Guatemala** studying fair-trade arrangements surrounding coffee production from seed to cup. 2012

- **Led 12 undergraduate and graduate students to the Tucson, USA/Nogales, Mexico border** studying issues related to human rights, immigration and the border. 2011
- **Led 12 undergraduate and graduate students to the El Paso, USA/Juarez, Mexico border** studying issues related to human rights, immigration and the border. 2010
- **Interfaith Peace-Builders. African Heritage Delegation to Palestine/Israel.** Participated as a delegate experiencing grassroots voices of Israelis and Palestinians immersed in the reality of the conflict; bore witness to the everyday violence of war and occupation and learned from those committed to nonviolent struggle, human rights, and peace with justice. 2012.

## Volunteer

### Pre-K–8 schools and school-communities

- **Mali**
  - Dogon School of Badiagara, 1997
- **Papua New Guinea**
  - Lakuia Community School, Papua New Guinea, 1996
- **Fiji Islands**
  - University of the South Pacific, Fiji Islands, 1996
  - Naqia Village Community School, Fiji Islands, 2000 & 2003
- **Australia**
  - Holy Name Primary School, Melbourne, 1995
- **New Zealand**
  - University of Waikato, Hamlin, 1995
  - He Kainga Mo Te Reo (Maori Language Resource Center), 1995
  - Te Kura Kaupapa (School of Maori Teaching in Rotarua), 1995
  - Te Kura Kaupapa Maori O Ruamata (School of Ruamata), 1995
  - Papiwharau Kohanga Rea (Toddlers Nest for Language), 1995

## PARTIAL MEDIA LIST

Work and words have been featured in *The Chicago Sun-Times*, *Chicago Tribune*, *Chicagoland TV (CLTC)*, *ABC News Chicago*, *CBS News Chicago*, *the Chicago Korean Radio Broadcasting Co.*, *WGN-TV*, *Ebony Magazine*, *Cosmopolitan Magazine*, *On The Street*, *N'Digo Magapaper*, *Kia Ora FM* (New Zealand), *Radio Kledu* (Mali), *The Fiji Sun* (Fiji Islands), *Financial Survival Network*.

## CERTIFICATES

- **Dimensions of Diversity Course**  
Completed, University of Chicago Graham School. Chicago, IL. 2022
- **National Diversity Council Certified Diversity Professional**  
Graduate; Certified. National Diversity Council. Chicago, IL. 2018
- **Citizens Police Academy, Evanston Police Department.**  
Graduate; Certificate. Evanston, IL. 2016
- **Online Instructor Preparation**  
Graduate; Certified. Northeastern Illinois University, 2011
- **Diversity Practitioner Training for Trainers**  
Graduate; Certified. Workforce Diversity Institute. Chicago, IL. 2007
- **Board Member Training Program**  
Graduate; Certified. Arts & Business Council of Chicago. Chicago, IL. 2005



- **Summer Learning for Educators Institute**  
Graduate; Certified. Northeastern Illinois University. Chicago IL. 2004
- **Adult Rites of Passage Training**  
Graduate; Certified. NTU Institute. Chicago, IL. 2004
- **Physical Fitness Leader, Fitness Intervention Technologies**  
Graduate; Certified. Tri-Masters. 2000
- **K-9 Elementary Education Teaching (Type 03)**
  - Certification (Type 03); Illinois Department of Education. 1992 - 2018
  - State endorsements: Social Science (Jr. High), Business/Marketing/Management. 1992–2017
- **Family Life Educator**  
Certified. Chicago Public School's Department of Instructional Support, Family Life Education Program. Chicago, IL. 1994

## AWARDS & HONORS

- **Gymnasium named, Logan Family Gymnasium**  
Honored. City of Evanston, Robert Crown Community Center. Evanston, IL. 2020
- **Excellence Award for Instructors, Academic Resource Professionals, and Academic Support Professionals**  
Recipient. Northeastern Illinois University. Chicago, IL. 2012
- **Staff Award of Excellence**  
Recipient. Northeastern Illinois University. Chicago, IL. 2012
- **National Outstanding First-Year Student Advocate Award**  
Nominated. Northeastern Illinois University. Chicago, IL. 2011
- **Inaugural People Impacting NEIU Calendar: Multiculturalism and Social Justice**  
Featured. Northeastern Illinois University. Chicago, IL. 2012
- **National Outstanding First-Year Student Advocate Award**  
Nominated. Northeastern Illinois University. Chicago, IL. 2011
- **Theta Chi Sigma Alumni Chapter, RHOyal Educator Award**  
Recipient. Sigma Gamma Rho. Chicago, IL. 2011
- **Fulbright Hays Scholarship to study language, culture and social transformation in Jamaica**  
Selected. Northeastern Illinois University. Chicago, IL. 2009
- **Student Organization Advisor of the Year, Indelible Mark Award**  
Recipient. Northeastern Illinois University. Chicago, IL. 2009
- **Those Who Make A Difference Award**  
Recipient. Family Focus Inc. Evanston IL. 2008
- **Kappa Delta Pi International Honor Society in Education**  
Recognized. National Louis University. Evanston, IL. May 1992
- **Phi Delta Kappa National College of Education**  
Recognized. National Louis University. Evanston, IL. 1992
- **Golden Poet Award**  
Recipient; June 1991. The World of Poetry. San Francisco, California

## SERVICE

*Departmental, Institutional, Community*

**Departmental:** Student Life. Northeastern Illinois University. Chicago, IL

- **African & African American Resource Center Advisory Board Member.**

Angelina Pedroso Center for Diversity & Intercultural Affairs, 2011–2012

- **African & African American Resource Center Art Committee Member.**

Angelina Pedroso Center for Diversity & Intercultural Affairs, 2011

- **LEAD (Leaders Emerging and Developing) Awards Committee Member.**

Division of Student Life. 2010–2012

- **Annual Talent Show Judge.**

Department of Cultural Events. 2010 & 2011

- **Black Heritage Planning Committee Member.**

Division of Student Life 2009–2012

- **Dr. Martin Luther King Jr. Celebration Planning Committee Member.**

Angelina Pedroso Center for Diversity & Intercultural Affairs. 2009–2012

- **AAANACA (African, African American, Native American, Caribbean, and the Americas)**

- **Annual Heritage Conference Planning Committee Member.**

Angelina Pedroso Center for Diversity & Intercultural Affairs. 2009–2011

## INSTITUTIONAL

### Northeastern Illinois University, Chicago, IL.

- **Excellence Award for Instructors, Academic Resource Professionals, and Academic Support Professionals Committee Member.**

Department of Academic Affairs. 2012

- **Program Coordinator Search Committee Member.**

Department of Educational Leadership & Development. 2011

- **International Week Planning Committee Member.**

University Events. 2010–2011

- **Academic Development Newsletter Committee Member.**

Department of Academic Development. 2010

- **Water & Fire / Peace Conference Planning Committee Member.**

Department of Campus Recreation. 2008–2010

## COMMUNITY

- **NAACP Evanston Branch Lifetime Member.** Evanston, IL. 2022 – present

- **Evanston Arts Council Cultural Fund Grant Panel Member.** Evanston, IL. 2022–present

- **Evanston Community Foundation Nonprofit Growth & Sustainability Grants Committee Member.** Evanston, IL. 2021–present

- **FAAM volunteer basketball head coach.** Evanston, IL. 2013 – present

- **5th Ward School Steering Committee Member.** Evanston, IL. 2022

- **McGaw YMCA Board Member.** Evanston, IL. 2013–2016

- **YWCA “Race: Are We So Different?” Steering Committee Member.** Evanston, IL. 2013–2014

- **City of Evanston Dialogues on Race, Understanding and Our Hopes for Evanston Facilitator.** Evanston, IL. 2012

- **Citizens for a Better Evanston Committee Co-Chair.** Evanston, IL. 2012

- **PeaceABLE Cities Evanston Founding Board Member.** Evanston, IL. 2010–2012
- **FAAM College Aspiration Day Coordinating Committee Founding Member.** Evanston, IL. 2010
- **S.O.U.L. Creations Advisory Board Member.** Evanston, IL. 2007–2010
- **Chessman Member.** Evanston, IL. 2007–2008
- **Consolidated Committee of Concerned Black Men Committee Member.** Evanston, IL. 1993–1994
- **Chute Middle School, Basketball and Flag Football Head Coach.wField Museum of Natural History, Maori Meeting House Tour Guide & Facilitator.** Chicago, IL. 1992–1994