

Professional Summary

Scientist turned diversity, equity and inclusion (DEI) entrepreneur focused on cultivating the next generation of leaders who appreciate and actively work towards implementing equitable and inclusive best practices as core professional skills within their work. Recognized as a Haas collaborator, and an innovator within both higher education and nonprofit sectors. More than ten years experience improving student learning environments through the creation, implementation and institutionalization of DEI-focused initiatives.

Education

Johns Hopkins, School of Medicine - Ph.D., Biochemistry, Cellular & Molecular Biology, 2010

Howard University - B.S., Biology, Minor: Chemistry, cum laude, 2003

City College of San Francisco - A.A., General Education, 2000

Key Competencies

- Expertise in student-centered education and programming that increases DEI knowledge, skill and ability
- Experience with teaching and training professional staff
- Strong DEI network and awareness of best practices
- Strong communication (oral and written) skills and ability to facilitate uncomfortable dialogue with internal and external audiences, students, staff and faculty
- Ability to cultivate communities of solution-seeking professionals

Professional Experience

Equity & Inclusion Entrepreneur **Inclusive Synergy**

March 2018 – present

- Creating culturally-relevant curriculum for the Walter A. Haas School of Business at the University of California, Berkeley
- Co-facilitating the Haas Staff DEI Pilot Group
- Collaborating with three UC Berkeley groups that include Boost@Haas; Reach, Inclusion, Service, Equity (RISE); and the Haas Undergraduate Black Business Association (HUBBA)
- Contracting for Southern California-based nonprofit, DiverseScholar
 - Managing membership directory to increase doctoral-level underrepresented candidate pool by 10 percent; design and facilitate the third annual Diverse Scholar Postdoc Conference in July 2019
- Contracting for a Boston-based tech startup, Forefront Cultures™
 - Building content for a mobile, on-demand learning platform for businesses and their leaders to become DEI competent
- Creating and facilitating interactive, thought-provoking programming that addresses tough DEI, leadership, and culture questions head-on
- Providing thought leadership for K-12 STEM education, outreach and college success strategies
- Motivational keynote speaker for Genentech; Beyond Academia; Virginia State University; The Northern California HBCU Alumni Associations Coalition; Louis Stokes Alliance for Minority Participation (Full list available on request)

Director

2016 – 2018

SMASH Program at University of California, Berkeley

- Established three strategic partnerships with tech industry leaders including Pixar Animation Studios, Airbnb and SpaceX, resulting in the creation of courses, internships and college scholarships
- Managed all operating aspects of STEM-focused college preparatory program, including the development of program content and curriculum, management of \$500K annual budget, recruitment and supervision of 30-member staff, and the management of program results data to ensure high-quality outcomes in all areas
- Led the recruitment and selection efforts of 100 high school students, built an inclusive scholar community that led to the matriculation of 100 percent of students enrolling in 2- or 4-year higher education institutions, and advised students
- Built and managed strategic partnerships with schools, companies, community organizations, and donors
- Co-led program expansion from four sites within California to seven national sites
- Leadership impact and evaluation results:
 - **Staff Impact:** From 2016's staff feedback about a desire to return as a staff member (63% wanting to return), I increased staff satisfaction to 83% in Summer 2017 and 94% of 30-member staff rated me as an inspiring and supportive leader.
 - **Student Impact:** When asked "How often did you experience the following: I felt respected and cared for by instructional staff." At SMASH Berkeley, 88% of my students said they experienced that "Often or Always" while in the classroom. Meanwhile, the national SMASH rate was 75% of students across all sites experienced it "Often or Always."

STEM Education Advisor

2015

Arizona State University, Center for Gender Equity in Science and Technology, School of Social Transformation

- Organized a meeting on inclusive STEM education at The White House for more than 50 national leaders within the first 40 days in this role
- Worked collaboratively with key personnel within President Obama's Administration, led planning meetings, wrote summary reports and synthesized themes into actionable deliverables
- Built the infrastructure for a National STEM Collaborative of 10 higher education member institutions and 10 nonprofit partners to share skills and resources needed to change the education pipeline into a more equitable system for women and girls of color
- Developed strategic plan for immediate and long-term milestones; recruited partners and funders; organized and facilitated working meetings; developed online web portal

Science & Technology Policy Fellow

2013 – 2014

American Association for the Advancement of Science, National Science Foundation

- Co-created a Roadmap for Action for domestic and international partners during the 2013 Gender Summit-3 North American Conference
- First to use NSF's internal text-mining search engine as a tool for analyzing diversity within federal funding. Analyzed the data and created strategic steps for encouraging grant proposals that focus on recruitment, retention and promotion of women and girls in STEM fields
- Led a team of Policy Fellows to launch the Community College Innovation Challenge, a federally-funded national competition aimed at building the STEM workforce pipeline
- Worked cross-foundationally at NSF to create strategies for Principal Investigators to understand the components of high-quality grant proposals for the NSF merit review system

Postdoctoral Fellow

2011 – 2013

The James Buchanan Brady Urological Institute, Johns Hopkins University, School of Medicine

- Completed two years of prostate cancer research that focused on the spatial function of the human Bcl-2 protein in cell signaling and programmed cell death
- Teaching responsibilities
- Served as Board Member on Johns Hopkins Postdoctoral Association Policy & Advocacy Committee, influenced University administrators to implement policy that increased the salary levels for Hopkins Postdoctoral Fellows
- Awarded Diversity Recognition Award for my novel approach to mentoring underrepresented STEM professionals
- Founded the Minority Postdoc Alliance, an organization that supports traditionally underrepresented Postdocs through community engagement

Professional Contributions

- Delivered more than a dozen keynote lectures, presentations, podcast and media interviews on DEI best practices
- Created and facilitated multiple staff training workshops on the importance of culturally-relevant education
- Advisory Board Member for Pre-College Trio Programs at the University of California, Berkeley, 2016 - present
- Peer-reviewed biomedical research publication in the Journal of Virology, [View Article](#)
- Provided the founding vision with administrative and resource management for three organizations geared towards supporting students and young professionals during my time at Johns Hopkins University (e.g. the Biomedical Scholars Association, the Graduate Student Peer Mentoring Group, and the Minority Postdoc Alliance)

Public Speaking and Communication Highlights

- *Haas Newsroom*, Profile discussing the return on investment for teaching diversity, [View Article](#)
- *Haas Undergraduate Student Blog*, Cross-industry professional networking for UC Berkeley students, [View Article](#)
- *Haas Newsroom*, Undergraduate outreach at Berkeley Haas, [View Article](#)
- *Creative Mornings SF*, Transformative Moments: My STEM Journey, [Watch Video](#)
- *Inneract Project*, Education of Diversity, [Watch Video](#)
- *CTRL+T podcast*, Diversity and Its Discontents, [Listen Now](#)
- *Upworthy*, Value of diversity in STEM, [View Article](#)