

TAIFHA NATALEE ALEXANDER, J.D.

Pronouns: She/Her/Hers

EDUCATION

GEORGETOWN UNIVERSITY LAW CENTER Washington, DC

J.D. – *Cum Laude*, May 2017

G.P.A.: 3.46/4.00

Honors: Dean's List (2015-2017); 2014-2015 Minority Corporate Counsel Association Lloyd M. Johnson Jr. Scholarship Recipient.

Relevant Coursework: Higher Education & the Law; Critical Race Theory; Contemporary Bias & the Law; Education Law: School Reform; Law and Social Change; and Advancing Educational Equity through the Federal Regulatory Process.

Activities: *Student Liaison*, American Bar Association Center for Racial and Ethnic Diversity; *Diversity Committee Representative*, Office of Student Life; *Member*, Women of Color Collective.

ST. JOHN'S UNIVERSITY College of Professional Studies Queens, NY

B.S., Legal Studies – *Magna Cum Laude*, May 2012

G.P.A.: 3.82/4.00

Honors: Dean's List (all semesters); Phi Eta Sigma: National Freshman Honor Society; Omicron Delta Kappa National Leadership Honor Society; President's Society: Highest Honor Society at St. John's University; Phi Sigma Tau: International Philosophy Honor Society; Woman Student Leader of the Year Award.

Activities: *President/Editor-In-Chief*, Legal Society; *Peer Mentor*, Office of Student Life; *Student Ambassador*, Office of Admissions; *Academic Affairs Committee Chairperson/Co-Chairperson*, Student Government Inc.

DIVERSITY & INCLUSION EXPERIENCE

WOFFORD COLLEGE Spartanburg, SC

Assistant Dean of Students for Diversity & Leadership Development | January 2020 – Present

Advise, mentor and counsel the Diversity Organizations Council which consists of the Amnesty International, Association of Multicultural Student, Black Student Alliance, Nu Chi Chapter of Kappa Alpha Psi Fraternity, Inc., Tau Delta Chapter of Omega Psi Phi, Fraternity, Inc., LGBTerriers, Organization of Latin American Students, Wofford Asian American & Pacific Islanders, Wofford Men of Color, and Wofford Women of Color. Develop and launch curriculum for a summer-long, virtual Anti-Racism Teach-In Series for approximately 892 members of the Wofford College and Spartanburg, SC communities. Serve as the Private Investigator (PI) on the Wofford Antiracism Action Team Project. Lead the College's Diversity & Inclusion efforts through the Office of Diversity & Inclusion. Develop measures to administer, assess, and where possible, improve the sense of belonging for diverse students. Increased the existing heritage month celebrations to include Indigenous Peoples Heritage Month and Asian American Pacific Island Heritage Month. Craft the Land & Labor acknowledgment to recognize the College's history and direct involvement in using enslaved African labor and displacing the Catawba and Tsalaguwetiyi peoples. Launch #StayHomeWithODI during the COVID-19 global pandemic, which consisted of 26 Instagram Live programs that occurred over the course of four weeks. Craft emergency correspondence to faculty to assist them in implementing equity-minded, best practices that would improve the quality of education as the College transitioned to distance learning. Compose and revise Statements on Racial Equity & Anti-Racism for the following departments and offices: Admission, Art, Biology, Center for Community Based Learning, English, Environmental Sciences, International Programs, Mathematics, Modern Languages & Cultures, Philosophy, Physics, Religion, Studio Art, Staff Advisory Council and Theater. Develop a working group of faculty, staff and students to expand NPHC organizations on campus. Create and administer an Anti-Racism curriculum for Fraternity & Sorority Life, which comprises 54% of the student population. Grew the departmental social media platforms by 315% in followers within five months. Serve on the Presidential Steering Committee on Antiracism. Conduct Anti-Racism and Coalition Training for the entire Admission, Financial Aid, Office of Marketing & Communication, Residence Life, and Orientation Staff Teams. Teach Wofford's First Year Interaction Seminar.

UNIVERSITY OF CALIFORNIA – LOS ANGELES (UCLA) Los Angeles, CA

Diversity & Inclusion Initiatives Coordinator | January 2019 – January 2020

Analyzed and identified areas for improving the recruitment and retention of underrepresented students into UCLA graduate programs. Directed the UCLA Summer Bridge Competitive Edge Program and developed curriculum to ensure 46 students from underrepresented backgrounds in STEM and Social Science are acclimated to UCLA before their first quarter in their PhD programs through workshops like Imposter Syndrome and How to Overcome It; Mentoring Up; and How to be an Effective Teaching Assistant. Former Member of the Graduate Division's Diversity, Inclusion and Admissions Leadership Team. Develop and implement a series of dynamic and intentional equity, belonging and inclusion programs for 157 first-year PhD candidates to persist throughout their program. Managed the day-to-day administration of the \$1.5M California Alliance NSF AGEP grant,

which includes supervising research exchanges between partner institutions and UCLA as well as administering the UCLA Postdoctoral Fellowship program. Collaborated with various campus partners to plan and moderate the UCLA Career Conference for 575 Master's and Doctoral level students as well as post-doctoral fellows. Mentored 175 graduate and undergraduate students in the Graduate and Undergraduate Mentorship Program. Created and executed 25 workshops to empower graduate students to become mentors and undergraduate students to be better prepared to apply for and be accepted to graduate school. Chair the faculty, staff, post-doctoral fellow, and graduate student advisory committee on the UCLA Summer Bridge Competitive Edge Program. Supervised five graduate students and one full-time employee. Planed and execute the 2019 McNair Conference at UCLA, which serves a total of 475 undergraduate students from underrepresented backgrounds interested in PhD programs.

UNIVERSITY OF SOUTH CAROLINA AIKEN Aiken, SC

Assistant Director of Student Life – Diversity Initiatives | August 2017 – January 2019

Developed and implemented a comprehensive diversity education curriculum for students, staff and faculty to enhance self-awareness, address unconscious biases, and improve relations between groups. Composed the University-wide Diversity Statement. Increased student engagement by creating and managing social media content on Instagram and Twitter. Counseled faculty on how to implement evidence-based, best practices to advance diversity in their curriculum and the classroom. Led faculty workshops on how to incorporate diversity education into their curriculum and use inclusive classroom practices. Taught the Leadership Exchange India Course. Increase the number of all-gender restrooms from 2 to 26. Coordinated the annual Dr. Martin Luther King, Jr. Community Wide Celebration. Lead the Chancellor's Task Force on Diversity, Inclusion and Belonging, which consists of 45 faculty, staff and student members, by identifying areas where equity and inclusion can be woven into all facets of the University. Chaired the ad-hoc diversity committee to strategize evidence-based practices for implementing a comprehensive diversity curricula to students, faculty and staff. Member of the Chancellor's extended cabinet. Led initiatives to increase belonging among racial and ethnic minorities on campus, which includes increasing heritage and history month celebrations by 85%. Advised student organizations that focus on marginalized populations. Established weekly diversity round tables and brave spaces for students to discuss difference. Supervised 10 diversity peer educators.

ACCESS LEX INSTITUTE Washington, DC

Diversity Programs | August 2016 – May 2017

Developed an outreach and engagement strategy for the organization to interface, consult, engage and empower key stakeholders including law students from historically underrepresented backgrounds, member law schools, law school administrators and grantees. Evaluated and recommended changes to the organization's diversity pipeline grant program portfolio to ensure balance across all stages of the legal education pipeline. Identified criteria for successful diversity pipeline programs. Researched alternative law school curriculum and evaluate its success in producing well-trained, client-focused, competent law school graduates. Provided feedback on Center research and how it impacts marginalized students.

ADVANCING EDUCATIONAL EQUITY THROUGH THE FEDERAL REGULATORY PROCESS Washington, DC

Advocate | August 2016 – December 2016

Researched funding, equity and access issues that affect African-American girls living in poverty. Published an opinion editorial in the Huffington Post that focuses on discipline disparities between African-American girls and other female students. Submitted a comment letter to the United States Department of Education on regulatory changes that should be made to the Supplement-Not-Supplant provision of the Every Student Succeeds Act. Attended the White House Council on Women and Girls Conference on Trauma-Informed Approaches in School: Supporting Girls of Color and Rethinking Discipline. Created a fact-sheet that highlighted the disparities in school-based discipline between African-American girls and other female students.

UNITED STATES DEPARTMENT OF ENERGY, OFFICE OF DIVERSITY & INCLUSION Washington, DC

Diversity Policy & Initiatives Legal Intern | June 2016 – July 2016

Planned and executed the Department's inaugural Employee Resource Group Fair that showcased and celebrated the diversity of the Department's nine affinity groups. Supervised four employees within the Office of Diversity & Inclusion. Developed inclusive policies and initiatives focused on the advancement of minorities and women to be instituted within the Department based on extensive research of implicit bias. Revamped the Department's Diversity and Inclusion Council to create a more efficient decision-making and advisory board. Served as liaison to the White House on an intergovernmental agency report on the advancement of women and girls in Science, Technology, Engineering and Mathematics (STEM) from education to the workforce. Edited and recommended improvements to an intergovernmental agency report on the advancement of women and girls in STEM.

GEORGETOWN UNIVERSITY LAW CENTER, OFFICE OF STUDENT LIFE Washington, DC

Diversity Committee Representative | August 2015 – May 2017

Established and facilitated monthly "Diversity Org Congress" presentations for 84 law students to develop solutions for

diversity-related issues on campus. Spearheaded the development and implementation of the inaugural Critical Race Theory Certificate program. Developed diversity training material that allow faculty and staff to openly discuss and remedy micro-aggressions that take place in the classroom. Conducted interviews for candidates applying to the newly-created Director of Equity and Community Inclusion position.

ST. JOHN'S SCHOOL OF LAW, RONALD H. BROWN SUMMER LAW SCHOOL PREP PROGRAM Queens, NY

Teaching Assistant | May 2015 – June 2015

Assisted in teaching substantive first-year legal courses to 17 underrepresented college sophomores. Advanced the racial and ethnic diversification of the legal profession by encouraging and supporting students' ultimate goal to attend law school. Advised students on academic and personal matters relating to undergraduate courses and issues associated with financial aid and emotional support services.

ST. JOHN'S UNIVERSITY, OFFICE OF MULTICULTURAL AFFAIRS Queens, NY

Student Administrator/Diversity Peer Educator | August 2009 – May 2012

Coordinated 2009 International Diversity Showcase and 2010 Cultural Parade for 935 attendees. Supervised 14 diversity peer educators. Lectured 950 students through 32 class workshops on diversity. Planned and executed first annual "Diversity Week" for 1,413 students. Initiated diversity workshops with local elementary school. Coordinated the Ronald H. Brown Summer Law School Prep Program application process by scheduling interview times and contacting selected students.

ADDITIONAL EXPERIENCE

HONORABLE MARGARET B. SEYMOUR, UNITED STATES DISTRICT COURT Columbia, SC

Judicial Clerk | June 2015 – August 2015

Researched Title VII of the Civil Rights of 1964 and the Railroad Revitalization and Regulatory Reform Act of 1976 to write bench memoranda on the employment and tax discrimination cases. Analyzed litigants' legal arguments and recommended resolution to judge.

NEW YORK LIFE INSURANCE COMPANY New York, NY

Claims Assistant | September 2013 – August 2014

Analyzed life insurance claims to determine New York Life Insurance Company's extent of liability and settle claims with claimants in accordance with policy provisions. Compare data on claim application and death certificate with the insurance policy file and other company records to ascertain completeness and validity of the death claim.

GEICO INSURANCE COMPANY Woodbury, NY

Liability Claims Representative | September 2012 – February 2013

Collected evidence including recorded interviews, police reports and property damage to apply such evident to New York State Vehicle Traffic Law to determine the liable party in an auto collision. Negotiated percentage of liability with adverse insurance companies. Distributed payments to indemnify parties for damages sustained in automobile collisions based on the liability decision.

CERTIFICATION

2018 Student Affairs Law & Policy NASPA Certificate. High Competency designation. Clearwater Beach, FL. June 2018.

Critical Race Theory & Intersectionality: Key Concepts in the Fight Against Anti-Black Racism. African American Policy Forum & Center for Intersectionality and Social Policy Studies at Columbia Law School. Los Angeles, CA. July 2020.

AWARDS & RECOGNITION

NASPA NOW Professional for Inclusion (2019). Awarded for impact of inclusion at University of South Carolina Aiken.

PUBLICATIONS

Taifha Natalee Baker. *A Love Letter to My Unborn Black Daughter*. The Huffington Post. January 2017.

Taifha Natalee Baker. *We Can't Breathe: How Top Law Schools Can Resuscitate An Inclusive Climate For Minority and Low-Income Law Students*. 9 GEO. J. L. & MOD. CRITICAL RACE PERSP. 123 (2017).

Taifha Natalee Alexander. *Black Women Scholars on Identity, Research, and Black Women's Studies: A Roundtable with Anita Gonzalez and Taifha Alexander*. The Medium. February 2020.

PRESENTATIONS

"California AGEP Model to Increase the Success of Underrepresented Minority Postdoctoral Fellows Becoming Faculty in Mathematics, Physical and Computer Sciences & Engineering." One of twenty-two poster presenters selected to deliver research information to over 100 attendees of the 2019 AGEP Research Conference. May 2019. Coeur D'Alene, I.D.

“Discussing Diversity: A How-To.” Invited to present to faculty during the Center for Teaching Excellence Lunch and Learn Series on the topic of civil discourse and diversity. October 2018. Aiken, S.C.

“Fostering Discussions about Diversity in the Classroom.” Invited to present at the annual USC Aiken annual Critical Inquiry training to discuss how to have difficult conversations about ethnicity, poverty and immigration status surrounding the book, *Undocumented* written by Dan-El Padilla Peralta. June 2018. Aiken, S.C.

“We Can’t Breathe: How Top Law Schools Can Resuscitate an Inclusive Climate for Minority and Low-Income Law Students.” Invited to present at the National Association of Diversity Officers in Higher Education (NADOHE) Annual Conference. March 2018. Washington, D.C.

“We Can’t Breathe: How Top Law Schools Can Resuscitate an Inclusive Climate for Minority and Low-Income Law Students.” Presentation given at the Mellon Diversity Conference. November 2017. Queens, NY.

“We Can’t Breathe: How Top Law Schools Can Resuscitate an Inclusive Climate for Minority and Low-Income Law Students.” Presentation given at the NASPA Conference. June 2017. Orlando, FL.

“We Can’t Breathe: How Top Law Schools Can Resuscitate an Inclusive Climate for Minority and Low-Income Law Students.” Presentation given at the National Association of African American Studies & Affiliates (NAAAS) National Conference. February 2017. Dallas, TX.

“Affordable Housing and its Effects on the Education of Low-Income Students.” Presentation given to student attorneys and the Director for the Harrison Institute for Public Housing and Community Development. March 2016. Washington, DC.

“A Director of Diversity at Georgetown Law: Who Should We Be Looking For?” Presentation given to law students and faculty about the experience, education and qualities the new Director of Equity and Inclusion should possess. February 2016. Washington, DC.

“Brainstorm Session: Possible Methods of Inclusion We Can Implement at Georgetown Law.” Follow-up presentation to implement methods to redress micro-aggressions faced by underrepresented students at Georgetown Law. November 2015. Washington, DC.

“Implicit Bias and Micro-Aggressions at Georgetown Law.” Presentation given to law students and faculty about the micro-aggressions faced by underrepresented students at Georgetown Law. October 2015. Washington, DC.

COMMUNITY ENGAGEMENT

2019 McNair Conference at UCLA | *Planning Committee Member*

Georgetown University Law Center | *Law Admissions Alumni Interviewer*

Ronald H. Brown Summer Law School Prep Program | *Mentor*

South Carolina College Personnel Association | *Diversity & Inclusion Chair*

UCLA Dean for Students | *Student Conduct Committee Panelist & Campus Grievance Committee Member*

University of Michigan National Center for Institutional Diversity | *Diversity Scholar*