

LISA M. COLEMAN, Ph.D.

SUMMARY HIGHLIGHTS

- Directed global inclusion, diversity belonging and equity (IDBE) efforts - particular emphasis on research, sustainability, innovation and cross-sector intersection with Design thinking and Disruption theory, and intersection of this work with the seminal work of scholars focused on IDBE
- Strengthened shared governance through collaborations with the faculty leadership and governing bodies, including assisting with restructuring and addressing tenure clock issues and related work with faculty executive committees
- Increased revenues & reduced costs through strategic program revitalization, reorganization of legal consultations, and systemic cost control checks and balances; balanced budgets in excess \$3M & direct management of \$5-7M
- Cultivated donor relationships resulting in continued gifts; partnered with president, provost and deans to support new gifts and grants; increased fundraising efforts in departments, 3-4 fold - Tufts and Harvard Universities
- Created new alumni and corporate relations models – targeted groupings and outreach
- Represented university in negotiations with union and other external agencies (i.e. OFFCP, DOJ, Chamber of Commerce, rotary clubs)
- Enhanced and expanded higher education executive leadership programs (increased funding & applicant pools)
- Worked with faculty receiving over \$10 million in NSF, NIH, and other government grants; developed new partnerships with A.C.E., NIH, and NSF
- Led culture change in Arts & Sciences as evidenced in New England Provost visitor team meeting (2008)
- Created MOOCS/online education and accessibility team; instituted new guidelines & review processes
- Augmented partnerships with admissions/enrollment management; increased applications from diverse pools (nearly 200 percent) with resultant selectivity, enrollment, and retention growth
- Increased diversification of faculty and senior leadership; increased quality, support, and satisfaction of faculty and staff; increased diversification, quality, support, and satisfaction of student body; created measurement and data analytic tools to assess and measure efforts
- Established and implemented new partnerships (local and international) – HBCU, HSIs, Tribal Colleges, and universities abroad (Talloires, France, London School for Economics) as well as programs in Ghana, Uganda, South Africa, & United Arab Emirates (UAE)
- Collaborated and partnered with key Boston institutions and international universities, bringing universities into fabric of the city’s cultural life to enhance “town/gown” relations

SENIOR ACADEMIC LEADERSHIP APPOINTMENTS

NEW YORK UNIVERSITY, 2017-present

Senior Vice President for Global Inclusion and Strategic Innovation

Reporting to the President the SVP, is responsible for advancing strategic leadership, global inclusion, diversity, belonging, equity (IDBE), innovation initiatives across NYU’s global campus and schools. SVP works with faculty to incubate new strategies for IDBE work by integrating design thinking, innovation and disruption theories with IDBE

HARVARD UNIVERSITY, 2010 – 2017

Chief Diversity and Inclusion Officer (CDO) & Special Assistant to the President

Reporting to the President & Executive Vice President (inaugural appointment) primary duties include working with other members of the Chief/Vice Presidential team, the Office of the Provost (OPP) & School Deans to create & develop globally inclusive initiatives for fifteen schools (i.e. Engineering, Business, Public Health, Medical, Law, Government, etc.), over one hundred domestic & international centers & institutes, forty libraries, twenty affiliated hospitals, museums and associated digital collections, and approximately forty executive education leadership programs. The CDO supervises all diversity, inclusion and equal opportunity efforts including the implementation of new policies, programs, & protocols relevant to higher education. Additionally, the CDO provides leadership and guidance for: diversity officers in schools and the relevant student affairs programs; strategic planning &

implementation of D&I best practices; recruitment, retention, advancement & promotion efforts; effective research & grants management; multiple school executive leadership initiatives; and related fiscal and risk management processes.

Academic Affairs/Faculty

- Member Senior Leadership Management Team - Office of President & Provost (OPP); Supervise staff of twenty (approx. 160 indirect reports across schools) including faculty, post-docs, researchers, and students
- Expanded partnership with Graduate Schools of Arts and Sciences – oversight for Leadership Alliance, Mellon Mays, and IVY-Plus Summer Programs, and related initiatives
- Developed new Faculty partnership programs -- Faculty Affairs Academic Dean Committee
- Co-Chaired, STEM Faculty Research Committee, 2010-2013
- HarvardX - MOOCs curriculum development including websites enhancement for persons with disabilities
- Conference organizer – e.g. Women of Color in Academic: Pathways and Strategies -partnership with Casey Foundation, 2017; Diversity in Tech, San Francisco, 2016; International Health Disparities Conference, Boston, 2012; Development, Business & D&I Conference, Boston, 2011

Executive Education, Fellowships and Program Development

- Expanded D&I Executive Leadership Program – responsible for the supervision and development of programs to enhance academic leadership and research endeavors
- Provided leadership for NIH and NSF research program development and assessment to increase funding
- Enriched HBCU, HSI, Liberal Arts, Research One institutional partnerships
- Developed new accessibility tools & related technologies – website and MOOCs course construction
- Instituted partnerships with General Council, Technology, Human Resources, Facilities & Planning, Institutional Research, University Advancement
- Developed intentional D&I strategy with communications team
- Established best practices to assist departments in recruiting, retaining, & developing a diverse faculty & staff; includes departmental bias barrier assessments, coordinated applicant and programmatic reviews
- Founded partnerships with undergraduate, graduate, & executive education programs across schools, centers and hospitals
- Created and executed strategic vision to restructure Disability Services, Affirmative Action, Title IX, offices; navigated federal & state investigations – OFFCP, DOJ, & MCAD

Alumni Relations, Development and Fundraising

- Increased operating budget (diversified portfolio) through external fund cultivation
- Cultivated donor directed gift – Persons with Disabilities Sight Impaired Access
- Established – University Wide Technology Lab – donor endowed gift
- Broadened Harvard Alumni Association (HAA) work with LGBTQ+ communities, 2-fold increase
- Enhanced HAA outreach through conference and symposia program development (Latino/a, African American, Persons with Disabilities)

Distinctions and Awards

- Top Ten Trendsetting Diversity Officer to follow
<http://diversity411.com/diversity-leaders/10-chief-diversity-officers-to-follow>
- GetKonnected - 100 Top Leaders, Boston 2015
- Boston Most Influential Woman Award, Harvard Club, 2014
- Ability Explosion - Disability Award (accessible technologies), Miami FL, October 2014
- DANDI Diversity & Inclusion (D&I) Leadership Award, New York, 2012
- Women's Leadership Award, Boston Women's Collective, Boston, 2010

Selected Policy &/or Research Committees

- Office of the President & Provost, VP and Senior Advisory Committee, 2010-present
- Central Risk Assessment & Management Team, Member, 2010-present
- Compliance Committee (ADA, Title VII, etc.) includes oversight for all – 160 indirect reports, 2010-present

- Diversity and STEM, Member, 2010-2014
- Presidential D&I Advisory Committee, Co-Chair (w/Mahzarin Banaji), 2010-2013
- Post-Doc Review Committee, Member, 2010-2013

TUFTS UNIVERSITY, 1999-2009

Executive Director, Office of Institutional Diversity, Inaugural appointment, December 2006-09

Reported to the President (six direct reports) & Provost and worked with Academic Deans to established global diversity, inclusion & equal opportunity efforts for University community across eight schools -- including Medical, Engineering, Dental, Nutrition, and Veterinary schools.

Director, Africana Center, Arts Sciences & Engineering, 1999-06

Reported to the Dean of the Faculty of Arts and Science – responsible for restructuring academic and non-academic initiatives focused on Africana Studies. Redesigned and implemented new curricular and co-curricular programs to enhance research and teaching for faculty, post-docs, undergraduates and graduate students across eight schools.

Academic Affairs/Faculty

- Academic Affairs Committee – University Trustee Board -Tenure/Promotion
- Finance Committee - University Trustee Board; responsible for D&I fiscal alignment
- Member, Provost Team - divisional associate provost for D&I and representative to faculty senate
- Developed new honors thesis requirements for American Studies and curriculum for Africana area focus
- Co-chair Tufts Study Abroad Committee –advisory board member and program reviewer 2004 & 2006
- Co-chair African Diaspora Academic Affairs Committee
- Created fund for visiting scholars and established associated research day
- Senior Lecturer, Women’s Studies, American Studies Program, & English Department, 1999-2008.
Part-time faculty appointment; courses include but not limited to:
 - National Formations of Race & Ethnicity, 1790-1924
 - Contemporary African American & Caribbean Women Writers
 - Gender 101: Intersections of Women, LGBTQ and Critical Race Studies
 - African American Ex Pats: A Literary Excursion – Talloires, France
 - Summer Scholars Program– Prisons, Women and HIV

Executive Education, Fellowships and Program Development

- Restructured and implemented new policies, guidelines and protocols relevant to inclusive global leadership development; responsible for strategic growth of D&I programs abroad (France, UK, Ghana, Uganda, etc.)
- Founded Internship Program – diversification in alumni relations, advancement and philanthropy
- Expanded partnerships and collaborations with academic units and colleges & universities- specific work on international student and faculty initiatives (UK, Ghana, Brazil, Uganda, France, United Arab Emirates)
- Inaugurated formal procedures & academic programs preparing students for graduate opportunities
- Launched & implemented new D&I assessment tools; partnership with Institutional Research
- Improved graduation rate for students of color and increase awards & honors program participation
- Increased number of underrepresented faculty, & staff (3x)
- Oversaw policy, program development and implementation (e.g. title vii, transgender, disability)
- Created the Diversity and Inclusion Alumni Advisory Council comprised of alums (five select cities)
- Initiated a D&I strategic plan with faculty and scholar in residence program – residential life.
- Re-established HBCU exchange programs – Lincoln University & Spelman College
- Supervised community outreach programs - Medford & Somerville community centers’ tutoring programs
- Co-Chair Black Cultural Studies Program – designed to promote and support advancement of junior faculty
- Implemented (in partnership w/LGBTQ Center) new policy for transgender students, faculty & staff
- Assisted in establishing child-care and parental leave policies
- Established Community Service and D&I Engagement Awards
- Spearheaded the restructuring of faculty, staff and student University orientation programs

- Restructured budget & utilized external university audit to improve best practices
- Developed undergraduate prep program for students interested in graduate school and/or post-grad fellowship opportunities
- Planned Environmental Justice Conference, Executive Board Member, Fall 2005

Alumni Relations, Fellowships, Development and Fundraising

- Enhanced & provided oversight for Balfour, Priztker, and Chenault fellowship/scholarships programs
- Established annual fund allocated to departments for D&I related research and program development
- Initiated with the Office of Development & University Relations alumni internship program to enhance D&I in advancement and alumni relations
- Advanced and monitored of D&I components for University Capital Plan – “Beyond Boundaries”
- Cultivated Programmatic Gift Fund - 25K donor to enhance programs with students and faculty
- Partnered with other units to secure multi-year renewable grant from the DOJ to examine violence on college campuses (9-year grant)
- Created Gerald R. Gill African American Leadership Award - precursor to Gerald R. Gill Fund & History University Fellowship and Professorship
- Developed African American Alumni Fund (directed donor) – 50K
- Established African American Scholarship Fund (directed donor) – 10K

Distinctions and Awards

- Inaugural Google Diversity Inclusion Award, 2009-10
- New England Liberal Arts Diversity and Inclusion Award, 2006
- Tufts University Multicultural Service Award, 2002-03

Selected Fellowship, Policy &/or Research Committees

- President’s & Provost’s Senior Councils, Member, 2006-09
- Executive Committee, Women in Science, Medicine & Engineering, 2006-2009 (university-wide)
- Tenure/Promotion Academic Affairs Committee – Board of Trustees, 2001-2009
- Executive Committee, Retention Task Force, 2005-09 (Arts, Sciences & Engineering [AS&E])
- Executive Committee, Freedom of Expression & Inquiry Task Force, 2006-08
- Executive Committee, Violence Against Women Grant (CALCASA)—U.S. Department of Justice, 1999-07, Co-Director (AS&E)
- International Programs Advisory Board, 1999-2006 (university-wide)
- LGBT Task Force, 1999-2004 (AS&E)

SELECTED FACULTY, RESEARCH & TEACHING EXPERIENCES

LAGUARDIA COMMUNITY COLLEGE, CITY UNIVERSITY of NEW YORK (CUNY), New York, NY, 1997-99

Assistant Professor, English Department, 1997-99

- Courses include, but not limited to: Basic Skills & Writing, Composition, Gender, Family & Home American Literature, Integrating Business & English (Team-Taught), English Immersion Post ESL

Academic Affairs Committees

- Chair, Black Literature Series Committee, English Department, 1998-99
- Co-Chair, Third World Faculty & Staff Committee, 1997-99
- Co-Chair Presidential Task Force on Pluralism, College Wide Committee, 1997-99
- Co-Chair, Interdisciplinary Teaching Program - brought together faculty from four different schools/colleges to team teach courses

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- Upward-Bound outreach initiative
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NEW YORK UNIVERSITY, 1996-1999

Lecturer, English & Africana Studies Departments, 1997-99

- Graduate Student Council Representative, 1996-98
 - Courses include, but not limited to: African and Caribbean Women Writers and Gender, Race, and Intersectionality
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VASSAR COLLEGE, summers, 1997-2000

Lecturer, Humanities (team-teaching)

- Courses include, but not limited to: 20th Century & Human Rights Discourse; Vietnam & America: Today & Yesterday; and Immigration & Migration: Meanings of Multiculturalism & Nationalism
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THE OHIO STATE UNIVERSITY, COLUMBUS, OH, 1992-1995

Teaching Associate, Departments of Communication, Black Studies, English & Women's Studies, 1992-96

- Courses include but not limited to: Rhetoric & Communication; Communication 101; Introduction to Women's Studies; Introduction to Black Studies; Black & Caribbean Women's Literature

Senior Teaching Associate

- Center for Teaching Excellence, Ohio State University, 1993-94; University of Michigan, Summer 1994
- Trained new faculty & incoming graduate students on pedagogy & curriculum development

Research Associate, Social Science, Graduate Research Opportunities Program Ohio State University, 1993-95

- Worked with members of faculty to review & develop research grants

Committees

- Diversity Committee, Council of Graduate Students (*CGS*), 1993-94
 - Writing Awards Committee, 1993
 - University Judicial Board, 1992-1994
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RELATED PROFESSIONAL OPPORTUNITIES

MERRILL LYNCH & NEW YORK REGIONAL ASSOCIATION OF GRANTMAKERS (NYRAG) 1996-97

Grant Assistant, Division of Philanthropy

- Reported to Vice President - reviewed & administered grants for non-profit & educational institutions
 - Established partnerships to diversify philanthropy & development opportunities
 - Worked with foundations across NYC area - Carnegie, Pfizer, Mellon, Huggins, Rappaport, etc.
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THE COLLEGE OF WOOSTER, WOOSTER, OH, 1991-92

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Associate Director & Programming Coordinator, Office of Multicultural Affairs, College of Wooster, 1991-92

- Served as Interim Director 91-92 due to Director's illness - implemented college wide diversity programs
 - Member of President, Provost's & University Advancement Cabinets
 - Task Force on Harassment & Discrimination policies, 1991-92
 - Names Project Host Committee, Advisor (AIDS Awareness), 1991
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ASSOCIATION OF AMERICAN MEDICAL COLLEGES, WASHINGTON, DC, 1989-91

Research Associate

- Worked with research team (partnered w/researchers Brookings Institute) to study specific patterns in medical research; focus on MCAT.
 - Responsible for data analytics. Research foci – trends in medical school/university recruitment, retention, residencies patterns & related climate initiatives & programs
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WASHINGTON, DC, WOOSTER & COLUMBUS, OH & NEW YORK, NY 1987-98

Independent Computer/IT Consultant

- Consulted & assisted on software and database access and management
 - Worked with individual users and businesses
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EDUCATION

NEW YORK UNIVERSITY

DOCTORATE OF PHILOSOPHY (PH.D.)

Department of Social & Cultural Analysis, American Studies, 2007

THE OHIO STATE UNIVERSITY

MASTER OF ARTS, African & African American Studies, 1994

MASTER OF ARTS, Women's, Gender & Sexuality Studies, 1993

Thesis: *bell hooks, Michelle Wallace – Black Studies and the Cultural Wars*

DENISON UNIVERSITY

BACHELOR OF ARTS, Sociology/Anthropology, minors Women's Studies and Computer Science, 1988

BEAUMONT SCHOOL FOR GIRLS, 1982-85

HATHAWAY BROWN SCHOOL FOR GIRLS, 1980-82

AWARDS and HONORS

National Endowment for the Humanities, New York, Speaker, 1997-2003

Mary McLeod Bethune Superior Teaching Award, 1994

Certificate of Outstanding Academic Contributions, Women's Studies, 1994

Cuernavaca Fellowship Program, Mexico, Summer, 1994

Center for the Humanities Fellowship Recipient, Summer, 1993

Alpha Kappa Mu National Honor Society, 1992-94

ADDITIONAL COUSEWORK

DOCTORAL COURSES Ohio State University, CUNY Graduate School, Columbia University- Communication Technology and Society, Health Communication and Social Influence, Rhetoric and Composition, Cultural Studies, Sociology, Anthropology, Black/African-American & British Cultural Studies, Political Communication and Public Opinion, Post-Colonial Studies, Philosophy, Law and Legal Studies, History of Science, English Literature, Performance, Film & Cinema Studies, Literary Theory & Criticism, Feminist & Gender Studies. MOOCs - EDx: Age of Globalization, Harvard Univ., Fall 2014; ContractsX: From Trust to Promise to Contract, Spring 2014; COURSERA- Inspirational Leadership Through Emotional Intelligence, Case Western University, Fall 2014, Leadership in 21st Century Organizations, University of Copenhagen, Spring 2014

LEADERSHIP INSTITUTES

- Hampton University Executive Leadership Institute, Presenter, Contract Negotiation, 2016 and 2017
 - American Council on Education (A.C.E.) Spectrum Initiative: Advancing to the Presidency, 2013
 - National Women's Forum, American Council on Education, Washington DC, 2009
 - International Intercultural Communication Institute, Certificate, Intercultural Communication – China and India, Reed College, Summer 2008
 - Higher Education Resource Services Institute, (HERS), Wellesley College, Wellesley, MA, 2007
 - The Partnership, Inc., Boston, MA, Fellow 2006
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PROFESSIONAL ORGANIZATIONS, INSTITUTES, & ACTIVITIES

- American Educational Research Association
 - National Association of Diversity Officers in Higher Education (NADOHE)
 - National Museum of African American History, Charter Member
 - Liberal Arts Diversity Organization, (founding member)
 - Massachusetts Association of Women in Higher Education
 - Association of African American Women in Higher Education
 - American Association of Blacks in Higher Education
 - American Association of University Women
 - National Women's Studies Association
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BOARD, CIVIC & COMMUNITY SERVICE

- American Repertory Theater (ART), Board Member, 2015-present
- United Negro College Fund (UNCF), Sag Harbor, NY, Planning Committee, 2015-present
- United States Tennis Association (USTA), Learning and Leadership National Committee Board Member, 2013-present
- Diversity in Organisations, Australia, Board Member, 2013-present
- Color Media, Board Member, Boston, MA 2014-present
- Sustained Dialogue, Board, 2013-present
- Boston Women's Fund, Boston, MA 2011-13
- Boston College Diversity and Inclusion Review Board, Fall 2010-11
- University of New Hampshire Diversity and Inclusion Review Board, 2007 & 2013
- National American Studies Association, 1992-2008 & Minority Scholars Committee, Co-Chair, 2001-04

- Board Member, NIA Youth Mentoring Project, Somerville, Medford & Boston, MA, 1999-05
- Director, Programming Committee and Women's Group, Audre Lorde Project, Brooklyn, NY, 1997-98
- Co-President, Kiwi Arts Collective & People of Color Coalition, 1997- 98
- Volunteer, Kitchen Table Press, New York, NY, 1996
- Intern, Huckleberry House Youth Shelter, Columbus, OH, 1993
- Tutor, Adams Morgan Educational Initiative, 1989
- Volunteer, Coalition for the Homeless, Washington, DC, 1988
- Volunteer, AIDS Hotline & Buddy System, Dallas, TX, 1986
- Teaching Assistant, Alexander Graham Bell School - sign language instruction for hearing impaired students, Cleveland, OH, 1982-84

SELECTED INVITED PAPERS & PRESENTATIONS

International

- “Diversity and the International Contexts”, World Economic Forum, Davos, Switzerland, January 2017
- “Implicit Bias and Organizational Development: A Marriage for Institutional Assessment”
Diversity-Works-National Diversity Organization, New Zealand, August 2016
- “Unconscious Bias & Organizational Development” Diversity in Organisations, Hong Kong, July 2015
- “Bias & Institutional Assessment”, Equity and Human Rights Conference, Toronto, March 2015
- Keynote, Diversity, Migration & Inclusion: Leadership & Infra-Structural Considerations, University of Leiden, Leiden, Netherlands, November 2014
- “Mentoring Diverse Scholars in International Studies Roundtable” International Studies Association – Exploring the Past, Anticipating the Future, Montreal, 2009
- “Partnerships & Libraries: Innovating Future Collaborations”, University of Ghana, 2007
- Gender and Human Rights, Oxford University Round Table, United Kingdom, April 2004
- “Ex-Pats: Exploring the Literary Diaspora” Blacks in Paris Conference, Paris, France 2003
- “Women and Technology: Future Interventions” Women's Worlds-8th International Congress on Women, and Know How Technology Conference, Kampala, Uganda July 2002

National

- “Framing ‘Blackness’: A Millennial Conversation”, Keynote, Hope College, Hope Michigan, March 2017
- “D&I and the Public Good” #SeeHer campaign, Georgia Pacific, Atlanta, January 2017
- “Bias and the Workplace”, US Postal Service, New York, December, 2016
- “Political Appointments, Bias and Gender” Transportation Security Administration (TSA) and Homeland Security, November, 2016
- University Representative, *Leadership Alliance*, Academy of Science, DC, November, 2016
- “Diversity, Inclusivity and Next Steps” FeMENism, #HeForShe - World UN Conf., Toms, New York, September, 2016
- “Bias Remediation and Organizational Transformation” National Organization of Black Law Enforcement Officer, Fortieth Anniversary Meeting, DC, July 2016
- Girls, Coding, and the Future” White House - Let Girls Learn Initiative, DC, May 2015
- Diversity in Higher Education Panel, Higher Education Resource Council (HERS), October 2013
- “Title IX at 40: A National Conference” Women Gender & Sexuality Studies, Tufts University, March 2013
- “Diversity the 21st Century Imperative” Keynote- United States Department of Agriculture, DC, Feb 2013
- World Diversity Leadership Summits, DC and New York, 2010-2012
- “STEM, NIH & NSF: Funding Streams & Diversity” University of TX, June 2010
- “Preserving a Civil Society on Campus.” Imagining a More Civil Society: The Summit on the University and

- the Jewish Community, DC, March 2008
- “Developing Effective Academic Recruitment and Retention Programs: Workshop for Faculty and Administrators.” University of Connecticut, February 2004
 - “African American Writings: A Study in African-American Rhetorical Strategies.” American Anthropological Association, November 2000
 - “Crowded at the Margins: The Pedagogical Implications of Gender in the Classroom.” 8th Annual Women and Society Conference, Marist College, New York, June 1998
 - “African & Asian American Women - Defining Self.” Audre Lorde Project, New York, April 1997
 - “Gender and LGBTQ+ Subjectivities and Self-Awareness.” Department Afro-American Studies. University of Maryland, Nov. 1996
 - “Pedagogy and Difference in the Classroom” Afro-American Studies. Otterbein College, Oct. 1994
 - Defending Our Name: Black Women in the Academy, 1894-1994. MIT, January 1994
 - "Multi-Voiced/Multicultural Feminism: Making Waves Making Trouble." Reweaving Women's Colors: Scholarship, Curriculum, and Our Lives: National Women's Studies Association, June 1993

Regional and Campus-Based

- “Assessing Bias and Organizational Management” Rockland Trust, Boston, MA October 2015
- Diversity Inc. Diversity in Action panel, Harvard Faculty Club NY, February 2015
- “Women, Medicine & Disparity”, Harvard Univ. Joint Committee, Boston, March 2014
- “Looking Forward, Looking Back: Women's Studies and Pedagogy” -- Feminist Pedagogies, Boston Women’s Studies Graduate Consortium (15 member association), April 2014
- “Civic and Community Engagement, A Reflection”, Cambridge Rotary Club, December 2013
- “Dialogue on Race, Bias, & Public Health” Harvard School of Public Health, September 2013
- “Underrepresentation, Pipelines, Pathways & Opportunity”, Columbia University, July 2013
- “Implicit Bias in Higher Education”, Racial Bias Across the Law, Harvard Law School, April 2012
- “The Business Imperative of Diversity”, Annual Alumni Mtg., Harvard Business School, May 2011
- “Advancing to the Presidency”, Harvard Graduate School of Education, Cambridge, MA, March 2011
- “The ‘Business’ of Diversity: Global Markets & Making Connections, Harvard Business School, July 2011
- “The Science of Diversity: the 21st Century Agenda”, Harvard Univ. School of Engineering, March 2011
- “Research & Diversity: Funding in the ‘New Normal’”, Science Council, Harvard Univ., February 2011
- “Implicit Bias in Higher Education: Leadership, Traditions and Practice” Harvard Law School, April 2012
- “The ‘Business’ of Diversity: Global Markets and Making Connections, Harvard Business School, July 2011
- “The Science of Diversity: Creating 21st Century Pathways”, Harvard Engineering School, March 2011
- “Leadership, Trends and Getting to the Presidency”, Harvard Graduate School of Education, July 2010
- “International and Domestic Diversity: What’s Next?” Faculty of Arts and Sciences, Harvard Univ., 2010
- “Creating and Sustaining Diverse Graduate Programs” Tufts University Conference on Teaching and Learning: Overcoming Barriers to Student Success, Dec. 2007
- “Infrastructure: An Insight into the Inner-workings of Boston and the Effect on POC Communities.” Whittier Health Clinic, Boston, Feb. 2007.
- “What Do They Mean the L, the G, the B, the T, the Q and...? Safe Colleges, Tufts University, April 2004
- “Shattered Images: Addressing Issues of Affirmative Action and Faculty and Staff of Color.” Office of Equal Opportunity, Boston College, April 2002 and Northeastern University, Jan. 2003
- “Gender, Race, and Rights in African American Women's History”, Radcliffe Institute for Advanced Study and the Arthur and Elizabeth Schlesinger Library, October 2003
- “Latina and Black Women Bridging the Differences Between and Among Us.” Delta Sigma Theta and Alpha Kappa Alpha Institute, Tufts University, Oct. 2001
- “Re-membling Blackness: Decadent and Melancholic Desire in Isaac Julien’s ‘The Attendant’, Tufts University, Boston, March 2001
- "Sexual Violence Programming: Are You Reaching All of Your Students" Educating for Community: Issues of Sexual Assault: Great Lakes Association (GLCA) Conference Program. Denison University, Feb. 1992
- "'Minorities' on Predominantly White Campuses" Black and Latino Student Leadership Conference:

Multicultural Student Affairs Conference, Kenyon College, Oct. 1991

PANELS ORGANIZED

- Diversity and Inclusion in Technology, San Francisco, Innovation Hub, October, 2016
 - International Conference on Diversity in Organisations, Communities and Nations, June 2007-2016
 - E.g. “Cross-Collaborations – Building Capacity for Arab and Muslim Associations”
 - Women Executives and Board Participation, Color Magazine, Boston, MA, June 2015
 - Data Disaggregation: Why? White House Initiative on Asian American and Pacific Islanders, DC, 2014
 - Organizer- Eliminating Health Disparities: Trans-disciplinary Perspectives A National Conversation, Harvard University, October 2012
 - Modern Language Association National Conference, December 2006, 2002, 2001, 1999, 1998
 - E.g. Language, Literature and African American Fantasy”
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- 31st Annual National Society of Black Engineers, National Convention, Boston, MA March 2005
 - 1st Global Congress of Black Women Leaders, Paris, France June 2004
 - Race Nation & Ethnicity- the Afro-Asian Century, Boston University, Boston, MA, April 2004, 2003, 2002
 - Setting the Agenda for Black Education Into the Future – Challenges, Promises & Visions, National Association for Equal Opportunity in Higher Education (NAFEO) “Washington, DC April 2003
 - Race Relations on New England Campuses Conference: Northeastern University, Nov. 2003 & 2001
 - e.g. “New Dimensions of Inclusion”
 - American Studies Annual Meeting, Nov. 2001
 - e.g. Clandestine Formations Publics: Finding the ‘Political’ in Civic Expression, “Digital Black Bridges: Public Practice(s) of Culture in Virtual Communities”
 - Color of Violence II 2002: Building a Movement, Chicago, IL, March 2002
 - Black Self Help and Healing. Black Women in the Academy II: Howard University, DC, June 1999
 - Linking Arms in Dangerous Times, Women of Color Summit, Washington D.C., Feb. 1997
 - Literature by Women of African Descent - Yari Yari: Black Women Writers and the Future, An International Conference on Women Writers of Africa, Africana Studies Program and the Institute of Afro-American Affairs, New York University, Oct. 1997
 - Finding Fanon: Black Skin White Masks, Center for Culture and Media Study, NYU, March 1996
 - The Future of African American Studies, Institute for African-American Studies, Columbia University, November 1996
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REFERENCES

Available upon request