

Amer F. Ahmed, Ed.D.

dramerfahmed@gmail.com

OBJECTIVE

As a nationally recognized intercultural and Inclusive Excellence (IE) practitioner and thought leader with 22 years of experience, I implement effective strategic change in a variety of organizational settings. In pursuit of IE, my approach advances strategic change that leverages diverse backgrounds, experiences, and theoretical perspectives to build capacity throughout institutions.

PROFESSIONAL ASSOCIATION LEADERSHIP

Member – National Association of Diversity Officers in Higher Education (NADOHE) Board of Directors

2025 – Current

Elected by peer Senior Diversity Officer membership

EDUCATION

Degrees

University of South Dakota; Vermillion | 2011 – 2015

Ed.D. / Adult & Higher Education

Dissertation – ‘From the Griot to Hip Hop: Oral Tradition as Critical Liberatory Praxis in Islamic Black America’

Indiana University – Bloomington | 2000 – 2003

M.A. / Afro-American and African Diaspora Studies, Anthropology

Thesis – ‘Allah and the Word: Dissemination of Islamic-based Ideologies in Black America’

Miami University; Oxford, OH | 1996 – 2000

B.A. / Anthropology, Black World Studies

Selective Cohort-based Learning Certificates

Inclusive Excellence Leadership Academy | Summer 2018

Inaugural Cohort – 1 of only 30 individual participants selected. *Only participant presenter in program

Summer Session on Contemplative Learning in Higher Education | August 2018

6-day intensive Project-based Institute to develop Contemplative Pedagogical Practices

PROFESSIONAL EXPERIENCE

Consultative Work

Founder and CEO - AFA Diversity Consulting

2017 – Current

Consultation for diversity strategic planning and implementation, inclusive pedagogy faculty development, assessment & workshop facilitation, training, and development for clients.

Select 2022-25 Clients – MIT, Harvard, and Washington Univ. (St. Louis), American Univ Senior Leader consultations; Yale, Dartmouth, UC Berkeley, Carnegie Mellon, Tufts, Indiana Univ, Pitzer, Georgetown, Colorado College, Cal Tech, Northwestern Univ, Emory Univ, Univ. of Nebraska – Lincoln, Big East Conference, Miami Univ. (OH), Penn

Co-Founder - EQUIP

2020 – Current

Scalable blended-learning Intercultural leadership product to build faculty and staff capacity in educational institutions. Clients: Boston Coll., Univ. of Michigan, Indiana Univ, Santa Clara Univ, etc.

Administrative

Vice Provost for Inclusive Excellence (VPIE) and Senior Diversity Officer; Faculty – Higher Ed and Student Affairs Administration Program, University of Vermont

2021 – Current

As a senior leader at an R1 public land-grant institution reporting directly to the Provost and indirectly to the President, I work with President’s Senior Staff, Provost’s Leadership Team, and

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manage five units in the Division of Inclusive Excellence (Office of VPIE, Mosaic Center, Prism Center, Women and Gender Equity Center, Interfaith Center) with 28 FTE and a \$3 million budget. I lead institutional strategic initiatives across numerous Divisions of the institution working closely with Academic Affairs, Student Affairs, Enrollment, Human Resources, and other divisions to build capacity throughout the institution.

- Chair – Univ Inclusive Excellence Council; Institution-wide Inclusive Excellence (IE) Strategic Planning and Implementation body with representation from every division and College at UVM
- Conducted 2022 & 2025 UVM Campus Climate survey in partnership with Institutional Research
- Led the development and current implementation of UVM's 5-year Comprehensive Inclusive Excellence Action Plan, the first data-driven IE Strategy in the institution's history; presented plan to Board of Trustees at Fall 2023 meeting and annual reporting updates
- Launched UVM Catamount IE Hub, an unprecedented comprehensive database of all IE efforts
- Founder and Chair – University Outreach Council; Institution-wide body focused on collaborative Pre-College pipeline and underrepresented youth outreach strategy and implementation
- Key stakeholder in UVM's successful HHMI Lead Change \$2.5 million grant proposal
- Worked with all stakeholders including state-recognized Abeneki tribes to develop UVM's first-ever land acknowledgement
- Initiated and leads institution-wide effort to create and implement Intergroup Dialogue (IGD)
- Co-Chair – UVM Bias Education Response Team. In partnership with Student Affairs, co-led effort to develop and overhaul UVM hate/bias protocol and partner with Public Safety to develop a new comprehensive case management reporting system to simplify and synergize numerous reporting/response systems across UVM
- Initiated and led a collaborative and synergized approach and framework to IE-related Faculty and Professional Development with HR and the Center for Teaching and Learning with shared competencies and skills and differentiated practical applications for faculty and staff
- Work with UVM Foundation on IE related fundraising, strategy, and IE Alumni Committee
- Partnered with UVM Health Network, UVM Medical Center, and other stakeholders to develop and implement a newly developed UVM Health Equity Summit for Vermont and broader region
- Overhauled the newly named Inclusive Excellence Symposium to deliver an annual community-wide program to advance Inclusive Excellence at UVM and beyond.

Chief Diversity Officer & Interim Executive Director – Diversity, Equity, and Inclusion; Visiting Faculty of Intercultural Studies, Dickinson College

2020 – 2021

Reporting indirectly to the President, directly to the Vice President for Student Affairs, and working with the Provost, I supervised five Diversity and Inclusion units in the Office of Equity and Inclusivity (Center for Race/Ethnicity, LGBTQ, Women's, Spiritual Life and Social Justice, & Jewish) and led institutional strategic initiatives across numerous Divisions of the institution working closely with Academic Affairs, Student Affairs, Human Resources, and other divisions to build capacity throughout the institution. Specifically, I was asked to help build the development of an innovative synergistic institutional strategy that seamlessly interweaves Diversity, Equity, and Inclusion with Global Education.

- Co-Chair the Presidential Commission on Inclusivity
- Led an internal reorganization of the Office of Equity and Inclusivity
- Chaired a comprehensive Carlisle community anti-racism initiative and educational program.
- Conducted Bias Education Response Team (BERT) inquiry protocol.
- Co-launched Dickinson partnership with Institute for International Education (IIE) professional development program intersecting Global Education with Diversity, Equity, and Inclusion.

Director – Intercultural Teaching & Faculty Development (Faculty 3-Year Term Appointment), Institute for Teaching Excellence & Faculty Development, University of Massachusetts – Amherst

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2016 – 2018

Reporting to the Vice-Provost for Faculty Development, I supported Deans and other Schools/Colleges leadership, Diversity Officers & Department Chairs across campus on comprehensive strategic planning and implementation with a focus on identifying goals & needs with respect to Diversity and Inclusion. This included facilitation of diversity strategic planning and/or implementation with University Libraries, College of Engineering, Social/Behavioral Sciences, School of Nursing, and the Commonwealth Honors College at UMass Amherst. I also developed recommendations, strategies & plans of action w/ units to address teaching challenges, strengthen inclusive pedagogical practices, and reach goals for improving intercultural competency & effectiveness in the classroom.

- Conducted faculty development workshops for UMass Diversity and Global general education requirement (DIV courses) instructors.
- Developed and implemented curricula for training & development of faculty and other instructors that enhance intercultural competency and ability to teach/work with diverse students.
- Assessed effectiveness of curricula and training efforts.
- Served on related committees and represented TEFD on Diversity-related matters across the University. (*Appointed by Chancellor to Diversity Strategic Plan Committee*)
- Participated in on-boarding of new faculty & graduate teaching/research assistants.
- Developed and lead implementation of UMass Amherst hosting of Winter Institute for Intercultural Communication (WIIC)
- Graduate Faculty status in the College of Education
- Dissertation Committee Member for PhD. Candidate Bharat Rathod, Chair: Dr. Sangeeta Kamat
- Faculty Senate Member of Student Affairs and University Life Council

Dean of the Sophomore Class and Intercultural Center Director, Swarthmore College (PA)

2014 – 2015

Reporting to the Vice President of Student Affairs/Dean of Students, I oversaw academic standing and advising for approx. 400 Sophomore class students; I directed and supervised one professional staff member within Intercultural Center. I also contributed to strategic planning/implementation of Institutional Diversity initiatives.

- Developed and oversaw all Intercultural Center planning, operations, and budget.
- Oversaw programming and student advisement/support for approx. 40 student groups for Race, Ethnicity, Class, Sexual Orientation, Religion, etc.
- Managed ongoing assessment and evaluation of the Intercultural Center
- Dean of Students On-Call Respondent to Critical Incidents on campus
- Title IX Complaint Process Adviser for Respondents

Associate Director – Multi-Ethnic Student Affairs (MESA) & Trotter Multicultural Center, University of Michigan – Ann Arbor

2007 – 2014

Reporting to the Assistant Dean of Students and Co-Director of Intergroup Relations (IGR), I created a nationally recognized model integrating Intercultural, Student Affairs, Leadership and Diversity/Inclusion frames to address State of Michigan Post-Affirmative Action (Prop. 2) compliance requirements. In addition, I led on-going assessment and evaluation of our unique model. I also supervised three professional programming staff members and oversaw a budget of over \$1 million. My work influenced approaches to Diversity efforts across the University resulting in numerous requests for trainings, consultations, and assessment for Divisions, Schools/Colleges, departments, and units across the University including the College of Engineering, School of Public Health, Dental School, Ross Business School, Rackham Graduate School, School of Social Work, Center for Global Intercultural Studies (CGIS), and the Business and Finance Division

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- Developed strategic/long-range planning and marketing/outreach for the unit.
- Oversaw and implemented all programming and student advisement/support for populations across the University including work with graduate students.
- Assisted in managing the W.M. Trotter Multicultural Center
- Served on University Diversity Council and Diversity representative for Student Affairs.

Director – Intercultural Affairs, Concordia College; Moorhead, MN

2005 – 2007

Reporting to the Dean of Students Life, I was the senior diversity officer serving as primary consultant and facilitator of all diversity initiatives on campus. I led initiatives to strengthen institutional mission and goals related to diversity. I also advised the President, Provost and other cabinet members on diversity strategic planning, faculty recruitment and numerous other institutional diversity efforts. I supervised 2 professional staff members, student staff and allocated budget resources.

- Advised and supported International and Domestic Students of Color populations
- Managed and Supervised operations of Office of Intercultural Affairs & King Center
- Collaborated with academic departments on creating inclusive classrooms, diversifying faculty (recruitment) and strengthening curriculum. (Consultations, Training, Guest Lectures, Class discussion)
- Conducted diversity trainings for all administrative staff.
- Established collaborative relationships with educational institutions and businesses in the Fargo/Moorhead area to strengthen community-wide Diversity efforts.

Director – Intercultural Programs, Loras College; Dubuque, IA

2003 – 2005

Reporting to the Vice-President for Student Affairs, I was the senior diversity officer serving as primary consultant and facilitator of all diversity initiatives on campus. I led initiatives to strengthen institutional mission and strategic goals related to diversity. I advised the President and cabinet and served on a Presidential Diversity Task Force to develop and implement a diversity strategic plan. I also supervised one administrative staff member, student staff and allocated budget resources for my unit.

- Advised and supported International and Domestic Students of Color populations
- Managed/supervised operations of the Office of Intercultural Programs & Belmont Intercultural Center
- Collaborated with academic departments on creating inclusive classrooms, diversifying faculty (recruitment) and strengthening curriculum. (Consultations, Training, Guest Lectures, Class discussion)
- Led City of Dubuque Diversity initiatives and organizations. Established collaborative relationships with organizations in Dubuque to strengthen Diversity efforts.
- Conducted Intercultural Development workshops and trainings on and off-campus. (Prudential, Northeast Iowa Community College, etc.)

Course Instruction

Faculty: Univ. of Vermont – Seminar on “Creating Racial Justice Through Leadership” (Fall 2021); Honors College course on “Hip Hop and Political Resistance” (Fall 2023)

Co-faculty: Dickinson Globally Integrated Semester Course (Spring 2021)

Lecturer: First Year Seminar Experience, University of Massachusetts Amherst
“Global Implications of Hip Hop, Race and Spirituality” (Fall 2018)

Associate Instructor: Afro-American Studies, Indiana University – Bloomington
“Introduction to Afro-American Studies” (Fall 2001)

“Sports and the Afro-American Experience” (Spring 2002)

PUBLICATIONS

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- Ahmed, A. & Nielson, C. (Eds. 2024). *At the Intersection of Everything: Religious, Secular, and Spiritual Identities and the Professionalization of Higher Education*. (Information Age Publishing Inc.)
- Ahmed, A. (2021). "Islam and Hip Hop in Black America: Oral Tradition as Critical Liberatory Praxis", peer reviewed chapter in *The Complexity of Race: Emerging Issues Related to Culture, Policy, Identity, and Social Justice Practice*. NYU Press (Ed. Wijeyesinghe).
- Ahmed, A. (Jan 2015). "A South Asian American Muslim Man's Global Journey through Hip Hop Activism", peer reviewed chapter in *Globalizing Intercultural Communication: A Reader* (Eds. K. Sorrells & S. Sakimoto).
- Ahmed, A. (Winter 2014). Integrating Social Justice into an Intercultural Approach. *Intercultural Management Quarterly*. Vol. 15, No. 1.

Prominent Online Articles

- Ahmed, A. & Herndon-Edmonds, S. (Feb. 22, 2018). Leveraging Classroom Diversity for Inclusive Pedagogy. *Association of College & University Educators (ACUE) Expert Series*. (<https://community.acue.org/blog/classroom-diversity-inclusive-pedagogy/>)
- Ahmed, A. (Nov. 17, 2016). A Return to Our True Heritage: A Call for Muslim-Jewish Action and Solidarity. *Ummah Wide*. (medium.com/ummahwide)
- Ahmed, A. (Nov. 10, 2015). University of Missouri is Not Unique – On the National Racial Climate in Higher Education Today. *Ummah Wide*. (medium.com/ummahwide)
- Ahmed, A. (Sept. 18, 2015). The Story of Ahmed Mohamed Reveals the Daily Racism Experienced by Muslim Children in America. *Ummah Wide*. (medium.com/ummahwide)
- Ahmed, A. (April 14, 2015). Left or Right, Bill Maher or Bill O'Reilly, it's still Islamophobia. *Ummah Wide*. (medium.com/ummahwide)
- Ahmed, A. (March 11, 2015). Racism and Fraternity Culture: Why I'm Not Surprised by the White Supremacist Chants by SAE at University of Oklahoma. *Ummah Wide*. (medium.com/ummahwide)
- Ahmed, A. (Feb. 5, 2014). The Culture of Campus Social Justice Elitism. *ACPA Commission for Social Justice Educators Blog*. (acpacsje.wordpress.com)
- Ahmed, A. (May 21, 2013). Confronting the Avoidance of Islamophobia by Social Justice Educators. *ACPA Commission for Social Justice Educators Blog*. (acpacsje.wordpress.com)

INSTITUTES & MAJOR WORKSHOPS

- National Association of Diversity Officers in Higher Education (NADOHE)
2024, **Pre-Conference Institute Lead**; "Dismantling the 'U.S. vs. International' Dichotomy: Creating Synergy between DEI and Global Education"
- National Association of Student Personnel Administrators (NASPA)
2024, **Major Workshop Panelist**; "Navigating Political Polarization and the Dissolution of DEI" Panel Moderator: Mamta Accapadi
2024, **Int'l Symposium Pre-Conference Session**; "Dismantling the 'U.S. vs. International' Dichotomy: Creating Synergy between DEI and Global Education"
- National Conference on Race & Ethnicity (NCORE)
2018-24, **Institute Lead**; "Dismantling the 'U.S. vs. International' Dichotomy: Creating Synergy between Intercultural and Diversity/Social Justice in a Globalizing Context"
2022-23, **Major Workshop Panelist**; "Whiteness in Higher Education" Co-Panelists: Tim Wise, Loretta Ross, Nolan Cabrera, Jacqueline Batteloria
2013 – 2020, **Major Workshop Presenter**; "Addressing Islamophobia: Proactive Efforts to Address Hate & Bias on and off Campus"
2019, **Live Podcast Panelist**; "Speak Out w/ Tim Wise – Anti-Semitism, Islamophobia and the Need for Solidarity in the Face of Mutual Attack."
2019, **Major Workshop Panelist**; "Bridging the Racial Generation Gap: Building Inter-Generational Alliances on Campus" Panelists: Ericka Huggins, Nolan Cabrera

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2017, **Major Workshop Panelist**; “The Intersection of Spirituality and Social Justice Activism”

2013-16, **Institute Lead**; Panelists: M. Benitez, M. Diaz, R. Clemente, K. El-Hakim, A. Fukushima, Jasiri X, Olmeca; “Hip Hop & Social Justice: Pedagogy, Praxis, and Engagement in Higher Education”

2012, **Institute Co-lead**; Panelists: Dr. Shakti Butler, Dr. Shirley Strong; “Vision & Action: Integrating Love, Learning, Analysis & Wisdom in Service to Social Justice”

2012 – 2014, 2016, **Major Workshop Presenter**; Co-lead: Paul Kivel; “Christian Hegemony”

2011 – 2012, **Major Workshop Presenter**; “Islam: Beyond Myths, Breaking Down Barriers”

2011, **Institute Co-lead**; Panelists: M. Benitez, A. Luckey, C. L. Custodio-Tan, J. Calderon, I. Lyfe, & M. R. Hall; “Hip Hop Pedagogy as Praxis for Transforming Consciousness & Engagement in Education”

2010, **Major Workshop Presenter**; Co-leads: M. Benitez, A. Luckey, C. L. Custodio-Tan, & I. Lyfe; “Hip Hop Pedagogy as Praxis for Transforming Consciousness & Engagement in Education”

Workshop on Intercultural Skills and Experience (WISE) Conference

2020, **Institute Lead**; “Dismantling the ‘U.S. vs. International’ Dichotomy: Creating Synergy between Intercultural and Diversity/Social Justice Approaches in a Globalizing Context”

Cultural Global Labs (CGL)

2020, **Faculty**; “Inclusive Organizational Strategies in a Globalizing World”

Summer Institute for Intercultural Communication (SIIC)

2010 – 2018, **Faculty**; Co-lead: Dr. Kathryn Sorrells;

“Linking Social Justice & Intercultural Communication in a Global Context”

2015 – 2018, **Faculty**; “Engaging Islam: A Perspective for Educators”

2011, **Faculty**; “Hip Hop: A Tool for Global Dialogue”

2009, **Faculty**; Faculty Co-lead: Patti Digh; “Learning from New Voices: Hip Hop, YouTube, Twitter as Tools for Intercultural Communication”

2007 – 2018, **Evening Program Presenter**; “Hip Hop Interculturalism”

Winter Institute for Intercultural Communication (WIIC)

2015-18, **Faculty**; “Intercultural and Social Justice: Creating Synergy”

2016-18, **Faculty**; “Engaging Islam: A Perspective for Educators”

SIETAR - USA (Society of Intercultural Educators, Trainers and Researchers)

2016-17, **Master Workshop Facilitator**; “Linking Intercultural and Social Justice”

National Association for Campus Activities (NACA) and National Clearinghouse for Leadership Programs (NCLP) – National Leadership Symposium

2019, **Symposium Scholar**

2020, **Symposium Scholar**

National Association of Independent Schools (NAIS) – People of Color Conference (POCC)

2018, **Pre-Conference Institute**; “Beyond Diversity 101: Developing Equity Leadership and Inclusive Communities”

CONSULTING

AFA Diversity Consulting (www.amerfahmed.com)

Founder and CEO

Consultation for diversity strategic planning, implementation, assessment, workshop facilitation, training, and development for clients.

Consultations and Residencies (Higher Education)

2019-24, **Mt. Holyoke College**

- Comprehensive support on diversity strategic diversity initiatives.

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- Islamophobia workshops and panels
 - Featured multi-workshop presenter at 2019-21 BOOM (Building on our Momentum) Conference
 - 2-day residency including Inclusive Pedagogy faculty workshop (Dec. 2019)
- 2016-23, **Miami University, Oxford, OH**
- 2-day residency on the role of Faith and Spirituality on DEI, Global Education, and Inclusive Pedagogy (April 2023)
 - Faber Scholar in Residence; 2-day residency on bridging DEI and Int'l Education (Nov. 2021)
 - 3-day residency including Diversity strategic planning training for College of Arts & Science Dept. Chairs & Leadership (November 2016)
- 2020-21, **Kalamazoo College**
- Howard Hughes (HHMI) Grant Funded Inclusive Pedagogy Series for STEM faculty
- 2021, **University of North Carolina – Asheville**
- UNC-A Humanities Lecture: “From the Griot to Hip Hop”
 - UNC-A campus keynote: “Addressing Islamophobia”
- 2021, **Three Rivers Valley Community College, Norwich, CT**
- Inclusive Pedagogical Practices for Higher Ed Faculty
- 2021, **Naugatuck Valley Community College, Waterbury, CT**
- Inclusive Administrative/Pedagogical Skills and Practices for Higher Ed Professionals and Faculty
- 2019-20, **University of Wisconsin System**
- Inclusive Excellence/Faculty Development services across the Univ. of Wisconsin system incl. Platteville, Eau Claire, Milwaukee, Stout, River Falls
- 2019-20, **Institute for Study Abroad (IFSA)**
- Ongoing consultative support on Inclusive Excellence strategy; Training of all worldwide professionals in Merida, Mexico (Dec. 2019)
- 2020, **Elson S. Floyd College of Medicine, Spokane, WA**
- 2-day residency serving as the Inaugural “Inclusive Excellence Scholar in Residence”
 - Strategic Planning with Senior Leadership
 - Inclusive Pedagogy Faculty Development and Intercultural Leadership workshops
- 2020, **Penn State University - Abington**
- Faculty Development workshop: “Inclusive Pedagogy: Classroom Teaching Strategies”
 - Student Affairs workshop: “Utilizing Intercultural and Social Justice Frames in Student Affairs”
- 2020, **Pacific Union College, Angwin, CA**
- DEI Strategic Planning and Implementation (2020)
- 2017-19, **University of Vermont, Burlington, VT**
- 2-day residency leading half-day retreat for Student Affairs Leadership Team & a 1.5-day retreat for Residence Life staff on Linking Intercult. & Diversity/Inclusion in Student Affairs. (June 2017)
 - 1-day residency leading Residence Life All Professional Staff Diversity training (Jan. 2018)
 - 2-day residency leading Inclusive Pedagogy Faculty Development workshops (Feb. 2019)
- 2018-19, **Dickinson College, Carlisle, PA**
- Multiple residencies leading Faculty Development and Administrative workshops to build institutional capacity to bridge Diversity, Equity & Inclusion w/ Global Ed (June 2018; Aug. 2019)
- 2018-19, **Association of College and University Educators (ACUE)**
- Multi-tier consulting project strengthening inclusive pedagogy content into faculty online teaching certification program.
- 2018-19, **Contra Costa College District, East Bay, CA**
- Multiple residencies leading Faculty Inclusive Pedagogy workshops and Islamophobia keynotes at Contra Costa College, Diablo Valley College and Los Medanos College (Oct. 2018; April 2019)
- 2019, **Amherst College, Amherst, MA**
- 1-day residency leading Inclusive Pedagogy Faculty Development workshop (Feb. 2019)
- 2019, **Northeastern University, Boston, MA**

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- 2-day residency bridging Diversity, Equity & Inclusion with Global Ed. (September 2019)
2019, **University of Puget Sound, Tacoma, WA**
- 2-day residency leading Faculty Retreat entitled “Cultivating Practices of Cultural Relevancy and Inclusion in the Classroom.” (Jan 2019)
2019, **Smith College, Northampton, MA**
- Summer at Smith Pre-College Faculty and Student Leadership Workshops (June 2019); Day of Inclusion Conference Workshop Facilitation (April 2019)
2019, **Purdue University, West Lafayette, IN**
- 2-day residency bridging Diversity, Equity & Inclusion with Intercultural Ed. (September 2019)
2019, **University of Wisconsin – Platteville**
- 2-day residencies leading Inclusive Pedagogy Faculty Development workshop & Islamophobia keynote (March 2019; Oct. 2019)
2019, **Virginia Tech University, Blacksburg, VA**
- 2-day residency bridging Diversity, Equity & Inclusion with Global Ed. (September 2019)
2019, **College of Holy Cross, Worcester, MA**
- Orgetta McNeil Emerging Scholar Lecture on “Healing Justice: Campus Strategies for Inclusion in Tumultuous times” (Nov. 2019)
2019, **Gannon University, Erie, PA**
- 2-day residency on Inclusive Pedagogy, Intercultural Leadership, Islam and Hip Hop (Sept. 2019)
2017-18, **SUNY – Fredonia**
- 2017-2018 Maytum Convocation Lecturer and Williams Visiting Professor
- Multi-day residency including Convocation Keynote, Faculty Development & Student Intercultural Leadership Workshops
2016-18, **Obama-Singh Grant External Consultant**
- Working w/ Principle Investigator (PI) **Dr. Sangeeta Kamat** and co-PIs **Dr. Sylvia Hurtado** and **Dr. Ximena Zuniga**, lead seminars with higher educational administrators and institutions in India to share research and best practices concerning Diversity and Inclusion.
2016-18, **Bay Path University, Longmeadow, MA**
- Comprehensive institution-wide support for diversity strategic planning, assessment, and implementation including faculty development workshops, human resource management, executive leadership and Board of Directors consults and diversity training for all staff.
2018, **Colorado College, Colorado Springs, CO**
- 2-day residency leading workshop on bridging Diversity, Equity & Inclusion with Global Ed and campus keynote on Islamophobia (November 2018)
2018, **Georgia Tech University, Atlanta, GA**
- 3-day residency leading Faculty Development workshops, Student Affairs Diversity training & Student Intercultural Leadership trainings (March 2018)
2018, **Rutgers University – Newark**
- 1-day residency consulting on support for Muslim students & Islamophobia & Intercultural Leadership (March 2018)
2018, **Penn State University, State College, PA**
- 2-day residency leading professional development for International Student Advisors across the entire Penn State University system (Feb. 2018)
2018, **SUNY – Alfred State University, Alfred, NY**
- 2-day residency leading Faculty Development Diversity workshops, Student Affairs Diversity training & Student Ally/Bystander trainings (Jan. 2018)
2016-17, **New York University**
- 1-day residency consulting on support for Muslim students on campus. (November 2016)
- External Reviewer of CMEP Department in Division of Student Affairs. (April 2017)
2016-17, **Columbia University, New York City**

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- 1-day residencies consulting on support for Muslim students & Islamophobia. (Feb. 2016 & Oct. 2017); Linking Intercultural and Diversity/Inclusion approaches in Student Affairs (Oct. 2017)
2016-17, **Concordia College, Moorhead, MN**
- Conducted focus groups and provided consultation on diversity strategic planning process.
2017, **University of Missouri – Columbia**
- 1-day residency conducting workshops on numerous topics including South Asian Cultural Appropriation, Islamophobia, and a Post-Orlando intersectional discussion (Oct.)
2017, **Rockhurst University, Kansas City, KS**
- 1-day residency conducting Intercultural Leadership Training and Islamophobia talk (Sept.)
2017, **Agnes Scott College, Atlanta, GA**
- 2-day residency conducting Faculty Development, Study Abroad Pre-Departure, Student Residence Staff Intercultural Leadership Training, and Islamophobia workshops (August)
2017, **Radford University, Radford, VA**
- 2-day residency conducting faculty development, intercultural leadership, and Islamophobia workshops (January)
2016, **Northern Kentucky University, Highland Heights, KY**
- 1-day residency addressing Faculty Diversity Workshop and Religious Pluralism (November)
2016, **University of Dayton (OH)**
- 2-day residency consulting on support for Muslim students & Social Justice (April)
2016, **Whitworth University, Spokane, WA**
- 2-day residency on Ally/Bystander Intervention, Inclusive Pedagogy, & Islamophobia (April)
2016, **University of Texas – Arlington**
- 2-day residency on Islamophobia & Faculty/Staff Diversity Training (April)
2013 – 2014, **University of Detroit Mercy – Dental School, Detroit, MI**
- IDI assessment and faculty/student diversity trainings
2013, **College of William and Mary, Williamsburg, VA**
- 1-day residency including Student Affairs training on “Intercultural & Social Justice Frames to Build Inclusive Student Affairs Practices” and “Transforming Multicultural Student Affairs”
2013, **University of Massachusetts-Amherst**
- External Reviewer of CMASS Department in Division of Student Affairs
2012, **California State University – Northridge**
- 2-day residency on Hip Hop Pedagogy, Intercultural Development & Islamophobia (October)
2011, **Gonzaga University, Spokane, WA**
- 2-day residency on Faculty Workshop on Intercultural Development & Islamophobia (March)
2010, **University of Massachusetts-Amherst**
- 1-day residency including training on “Transforming Multicultural Student Affairs”
2008, **AAC&U Core Commitments – Institute Consultant (Portland, OR)**
- “Mindfulness as an Educational Tool”; Co-presenter: Dr. Michelle LeLwica

Consultations (Non-Higher Education)

2021, **Felicity House**

- DEI Trainings for All Staff

2020, **Open Society Foundation**

- Bridging DEI and Global Engagement

2018-19, **American Field Service (AFS)**

- Multi-year contract helping develop Educational Products that integrates social justice frames into intercultural training for capacity among numerous global organizational constituencies

2018-19, **Love Army**

- Developing Curricula to help Organizers and Activists bridge social division and inequity

2017, **Jewish Community Center of NYC**

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- Co-facilitated Half-day workshop on “Addressing Islamophobia and Anti-Semitism” (Nov. 2017) 2016-2017, **Muslim Student Association (MSA) National**
- Organizational development and Strategic Planning Consultation (pro bono) 2017, **Turnaround Arts**
- Arts-based inclusive pedagogy consultation for low-performing K-12 Schools (pro bono) 2015, **Trainer/Facilitator for West Metro Education Program (MN)**
- Intercultural Leadership Training & Development for K-12 Educators 2012 – 2014, **Affiliated Consultant for InciteChange! Consulting**
- Diversity Initiatives & Intergroup Dialogue for Bronx Defenders (NYC) 2012 – 2013, **Consultant for Edsel Ford High School (Dearborn, MI)**
- Diversity and Intergroup Dialogue initiatives 2012, **Curriculum Design & Pilot Facilitation of ACCESS (Dearborn, MI)**
- Arab-American Youth Leadership Course

SERVICE & COMMUNITY LEADERSHIP

Eclectic Inclusion Podcast | 2020 – 21

Founder and Host

Convergence Strategies: Enhancing Climates for Religious, Secular, & Spiritual Identities | 2019 – Current
Board of Directors

Association for College and University Educators (ACUE)

Expert Dive: Podcast Interview for “Teaching in Higher Ed” Podcast; Article for ACUE Community Blog; Post-article Video Question & Answer Session (Feb. 2018)

SpeakOut: Institute for Democratic Education and Culture | 2009 – Current

2020 Summer Institute Facilitation Lead and Presenter (3000 participants)

2021 Summer Institute Panelist on advancing Strategic DEI in Higher Ed

WorldTrust – Facilitator | 2014 – Current

National League of Cities (NLC), DEI Training and Consultation

Cal State – East Bay, Inclusive Pedagogy Workshop

National Association of Foreign Student Advisors (NAFSA)

Collegial Conversation: Managing Expectations and Navigating Student Identity Abroad (Nov. 1, 2018)

Paperclip Communications/ Innovative Educators - Webinar Presenter | 2015 – Current

Supporting Muslim Students on Campus (Sept. ‘15, Oct. ‘17); Islamophobia on Campus (Feb. & Oct. ‘16);

Islamophobia: How We Can Support Muslim Students, Faculty & Staff (Jan. ‘17, Jan. ‘18 & Jan ‘19)

Student Affairs Administrators in Higher Education (NASPA)

2017 NASPA Religious, Secular, and Spiritual Identities Conference Executive Planning Committee

Webinar Presenter: Islamophobia on Campus (Feb. 2016)

Webinar Roundtable: Islam, Muslim chaplaincy, & the LGBTQIA community (June 2016)

ACPA - College Student Educators International

Higher Ed Live (higheredlive.com) Guest Contributor: “A Dialogue on Orlando” (June 2016)

National Conference on Race and Ethnicity (NCORE)

Pre-Conference Planning Retreat Member (Aug. 2017-18)

Hip Hop Congress – Board of Directors | 2001 – 2016

Board-related duties

Coordinated infrastructure development for support of local chapters and artist network

Lead Organizer: Hip Hop Congress Midwest Summit 2004-14 & 2010 National Conference

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SELECT UNIVERSITY COMMITTEES

University of Vermont University Diversity Council, Chair, 2021-current
University of Vermont University Outreach Council, Chair, 2022-current
University of Vermont Co-Curricular Learning Committee, Chair, 2022-current
Dickinson All-College Committee on Inclusivity and Belonging, 2021
Dickinson President's Commission on Inclusivity, Co-Chair, 2020
UMass Amherst Diversity Strategic Planning Committee, 2016 – 2017
UMass Amherst Chancellor's Diversity Advisory Committee, 2016 – 2017
UMass Amherst Leading for Change Diversity Consortium Committee, 2016 – 2017
Swarthmore College Campus Diversity Council, 2014 – 2015
University of Michigan (U-M) Diversity Council, 2009 – 2012
U-M Division of Student Affairs (DSA) Diversity Initiative Chair, 2009 – 2012
U-M Outreach Council, 2009 – 2014
U-M MLK Symposium Committee, 2007 – 2014
U-M DSA Diversity Initiative, 2007 – 2010
U-M DSA Professional Development Functional Group, 2010 – 2011
U-M Diversity Committee Conference Planning Team, 2009 – 2011
Concordia College AAC&U Core Commitments Team, 2005 – 2007
Loras College Presidential Diversity Task Force, 2004

SELECT UNIVERSITY SERVICE

Faculty Senate Member: 3-year term on Student Affairs and University Leadership Council, UMass Amherst, 2018
Consultant: Obama-Singh Grant consultant to Higher Ed guest colleagues from Univ. of Pune (India)
Panelist: “Threats to Democracy and Dangers of War” (co-panelists: Madea Benjamin & Dr. Christian Apy); UMass Amherst, October 12, 2017
Guest Course Lectures: “U.S. & Int'l Terrorism” (Dr. Daniel Chard); UMass Amherst, 2017-18
Provost-appointee: UMass rep “Collaborative to Advance Equity through Research”, 2016-17
Guest Course Lecture: “Social Justice in College” (Dr. Ximena Zuniga); UMass Amherst, 2016
Keynote Speaker: Int'l Programs Office Pre-departure Trainings; UMass Amherst, 2016-17
Guest Course Lectures: “African American Religion” & “Religion in America”; Swarthmore College Religion courses (Dr. Yvonne Chireau), 2014-15
Presenter: “Developing Intercultural Awareness: Skills for an Inclusive Workplace”; Swarthmore HR Staff Training Series, 2014
Presenter: “From the Griot to Hip Hop”; Swarthmore Faculty Lunch), 2014
Panelist: “From MLK to Tupac: Implications of Hip Hop for Graduate Education, Engaged Pedagogy, and Public Scholarship” (U-M, Rackham Graduate School), 2014
Presenter: “Utilizing Hip Hop as a tool for partnership & empowerment for pre-college youth” (U-M Center for Educational Outreach: Pre-College Youth Outreach Conf.), 2013
Presenter: “Islamophobia & Asian-Americans” (U-M Ann Arbor: MAASU Conf.), 2013
Consultant: U-M Library Services Diversity Committee, 2013-14
Keynote Speaker: Leaders for Life Student Leadership Development Seminar, 2013
Co-Presenter: “Developing Co-curricular Multicultural Programs to Strengthen Student Community”; U-M DSA Research Symposium, 2012
Guest Facilitator: Intercultural Leadership Seminar (U-M Flint), 2012
Panelist: Arts and Social Justice Seminar (U-M Flint), 2012
Presenter: “Islam and Hip Hop” (U-M Ann Arbor), 2012
Presenter: “Art, Hip Hop & Social Change” (U-M Ann Arbor: SAAN Conference), 2012
Presenter: “Islam: Beyond Myths”; U-M Dearborn, Flint & Ann Arbor Campuses, 2010-12
Presenter: “Developing Intercultural Competency”; U-M Diversity Committee Conf., 2010-12

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Trainer: U-M Global Intercultural Experience Pre-Departure, 2010-12

Facilitator: U-M DSA Staff Diversity Training, 2010-12

Consultant: U-M Business and Finance Division, 2011

Facilitator: DSA Leadership Retreat; U-M Flint (Request by Vice-Chancellor), 2011

Co-lead: U-M Muslim-Jewish Alternative Spring Break, 2011

Co-Presenter: “Intercultural Maturity – Guiding Theory in DSA”, U-M – Ann Arbor, 2010-11

Consultant: U-M Dearborn Student Diversity Issues, 2010-11

Presenter: “Hip Hop Interculturalism & Social Justice”, U-M – Ann Arbor, 2010-11

Co-Presenter: “Reconceptualizing ‘Challenge & Support’: Integrating an Intercultural Approach to Student Development”; U-M DSA Research Symposium, 2010

Facilitator: U-M Center for Global & Intercultural Studies Center Staff Training, 2010

Facilitator: U-M LeaderShape Cluster Facilitator, 2010

Facilitator: U-M Intercultural Leadership Seminar, 2008-10

Co-Faculty: “Community & Self: Skills for Intercultural Competence”; U-M Course, 2009

Facilitator: Intercultural Development Training; U-M Public Health School, 2008

Guest Course Lecture: “Learning & Develop. in Higher Ed” (Dr. Pat King); U-M Ann Arbor, 2007

KEYNOTES & CONFERENCE PRESENTATIONS

Keynotes

National Conference on Race and Ethnicity (NCORE) in Higher Education

2020, Keynote; “(G)local Justice: Towards a Post-Corona Transnational Equity Imperative in American Higher Education”

Upper Midwest Region Association of College and University Housing Officers (UMR-ACUHO)

2020, Keynote; “Lessons Learned from a Curricular Approach for Effective Social Justice Praxis”

American College Personnel Association (ACPA) Institute on the Curricular Approach; Anaheim, CA

2019, Keynote; “Lessons Learned from a Curricular Approach for Effective Praxis”

Global Engagement in the Liberal Arts; Dickinson College, Carlisle, PA

2019, Keynote; “Dismantling the U.S. vs. International Dichotomy”

Association of Jesuit Colleges and Universities Conference on Diversity and Equity; Syracuse, NY

2019, Keynote; “Challenge and Opportunity of Religion and Spiritual Life in Diversity and Inclusion”

University of Michigan Management Conference: Developing Your Leaders & Best; Ann Arbor, MI

2019, Keynote; “Effective Leadership: Excellence Through Unlocking the Potential of Your Team”

Learning in Intercultural Intersections Conference; Thompson River Univ, Kamloops, BC, Canada

2019, Keynote; “Effective Leadership: Excellence Through Unlocking

SIETAR-USA (Society for Intercultural Education) Annual Conference

2019, Keynote; “Creating Synergy between Intercultural and Diversity, Equity and Inclusion”

Holderness School Conference; Holderness, NH

2019, Keynote; “Creating an Inclusive Learning Community”

Hampshire College ENGAGE Conference; Amherst, MA

2018, Keynote; “Healing, Justice and Inclusion: Skills and Strategies for Campus Inclusion in Tumultuous Times”

SAEOPP McNair Scholars Annual Conference

2017, Keynote; “Authenticity, Research and Creating Meaningful Change”

White Privilege Conference (WPC) and Symposiums

2017, WPC Keynote; “A Journey through Islam and Islamophobia”

2016, Keynotes: White Privilege Symposiums (February – NYC), (October – Boston); “A Journey through Islam and Islamophobia”

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Fair Housing and Civil Rights Conference; Springfield, MA

2017, Keynote; "A Journey through Islam and Islamophobia"

Workshop on Intercultural Skill Enhancement (WISE) Conference

2017, Keynote; "Embedding Diversity and Inclusive Practices into Study Abroad and Experiential Learning"

Leading for Change Diversity Consortium Summit – Bridgewater State University (MA)

2017, Keynote; "Adapting to Change: Proactively Embedding Diversity Strategies"

Southwest College Inclusion Matters Conference

2017, Keynote; "Strengthening Intra-Group Community Building for Inter-Group Alliances"

Lutheran Social Services Center for New Americans Closer Connections Conference

2017, Keynote; "Addressing Islamophobia"

All Attendee Workshop; "Breaking Down the Barriers in the Dakotas"

Northwest Association of Independent Schools (NWAIS) Conference

2017, Keynote; "Confronting Islamophobia"

Concurrent Session; "Intercultural Leadership Development"

Social Justice League Summit – Suffolk University (MA)

2017, Keynote; "Living Life Committed to Social Justice"

Fostering Intercultural Respect & Empowerment (FIRE) Conference – Lake Forest Academy (IL)

2017, Keynote; "Confronting Islamophobia" (Jan.)

Trinity International Hip Hop Festival – Trinity College (CT)

2016-17, Keynotes; "Islam and Hip Hop as a Mode of Resistance and Liberation"

Words, Beats and Life Hip Hop Pedagogy Conference and Teach-In

2016, Keynote; "From Siphers to Ciphers: Hip Hop is Muslim"

Washington Multicultural Student Services Directors' Council: Student of Color Conference

2016, Conference Opening Keynote

Creative Inclusive Communities (CIC) Conference – University of Dayton (OH)

2016, Keynote; "Giving Power Back: Social Justice and Multicultural Student Coalitions"

Harry T. Wilks Global Citizenship Forum – Miami University (OH)

2016, Keynote; "Strengthening Diversity and Inclusion in Global Education"

Texas State University – San Marcos Student Affairs Symposium

2016, Keynote; "The Critical Connections of Interfaith Communities on College Campuses"

Panelist: Interfaith Council Panel with Rev. Dr. Cindi Love and Rabbi Marie Belcher

College Prep (CA) Social Justice Conference

2016, Keynote; "Living Life Committed to Social Justice"

Virginia Theological Seminary Intercultural Conference

2016, Keynote; "Islam: Beyond the Myths, Breaking Down Barriers"

SIETAR-USA (Society for Intercultural Education) Annual Conference

2015, Keynote; "Intercultural Social Justice"

East Carolina University Social Justice Symposium

2015, Keynote; "Furthering Allyhood & Campus Hate/Bias Bystander Intervention"

Keynote; "Hip Hop Activism: Grassroots Social Justice Movements using Hip Hop Culture"

Rowan University Social Justice & Cultural Competence Conference

2015, Keynote; "Why Intercultural Competence Enhances Social Justice Work"

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California Council for Cross-Cultural Centers in Higher Ed - Nor*Cal Drive-In Conference

2014, Keynote; "Utilizing Intercultural & Social Justice Frames to Build Inclusive Student Affairs Practices"

University of Vermont Blackboard Jungle Symposium

2015, Keynote; "Hip Hop Pedagogy"

Concurrent Session; "Furthering Allyhood & Campus Hate/Bias Bystander Intervention"

2014, Keynote; "Islam: Beyond the Myths, Breaking Down the Barriers"

Concurrent Session; "Allyhood & Campus Hate/Bias Bystander Intervention"

Miami University Annual Multicultural Student Leadership Conference

2013, Keynote; "Creating Community and Coalitions"

Defiance College (OH): McMaster Symposium

2011, Keynote; "Hip Hop as a Spark for Liberation"

California Independent School Alliance: Across Colors Conference

2010, Keynote; "Islam: Beyond the Myths, Breaking Down the Barriers"

Conference Presentations

American Association of Colleges & Universities (AAC&U)

Annual Meeting

2020, "Dismantling the U.S. vs. International Dichotomy: Creating Synergy between Intercultural and Diversity/Social Justice"

Global Education Conference

2018-19, "Dismantling the U.S. vs. International Dichotomy: Creating Synergy between Intercultural and Diversity/Social Justice" (Invited All-Conference Guest Presenter, 2019)

Diversity, Equity and Student Success Conference

2019, "Dismantling the U.S. vs. International Dichotomy: Creating Synergy between Intercultural and Diversity/Social Justice"

NASPA Multicultural/Racial Equity & Social Change Institute

2023, "Catamount DEI: A Case Study of Data-Driven DEI Strategic Planning at University of Vermont"

2015 & 2017, "Islam and Islamophobia: Dispelling Myths to Confront Hate & Bias"

2011, "Islam: Beyond the Myths, Breaking Down the Barriers"

NASPA Annual Conference

2023, "Catamount DEI: A Case Study of Data-Driven DEI Strategic Planning at University of Vermont"

2016, "Islam and Islamophobia: Dispelling Myths to Confront Hate & Bias"

32nd Annual Islamic Conference of New England

2017, "Confronting Islamophobia through Intellectual Engagement"

Association of Contemplative Mind in Higher Education (ACMHE)

2016, "Can we decolonize our minds? Contemplative practices and pedagogies" Co-presenters: M. Castañeda, M. Guerra, J. Cannon

National Conference on Race & Ethnicity (NCORE)

2023, "Practical and Hands-on Ways to train faculty and staff on the topic of diversity on campus"

Co-presenters: Dr. Jamie Washington, Bert Vercamer

2012 – 2013, "Fruition of a New Path Forward: Transforming the Multi-Ethnic Student Affairs at University of Michigan"

2010 – 2011, "A New Path Forward: Transforming the Office of Multi-Ethnic Student Affairs at University of Michigan"

2010, "Islam: Beyond the Myths, Breaking Down the Barriers"

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2009, "Hip Hop, Humanism & Higher Ed: Utilization of Hip Hop Activism within Multi-cultural, Social & Academic areas" Co-presenters: A. Houston, D. Jenkins, K. Wright

Workshop on Intercultural Skill Enhancement (WISE) Conference

2018-19, "Dismantling the U.S. vs. International Dichotomy: Creating Synergy between Intercultural and Diversity/Social Justice"

White Privilege Symposium North Shore; Boston, MA

2018, "Islamophobia at the Intersection: How Racism, Immigration and Christian Hegemony converge to create opportunities for Coalitions"

White Privilege Conference (WPC)

2017, "Secularism, Liberalism, Islamophobia and the Reproduction of Whiteness"

2009 – 2016, 2018, "White American Islamophobia"

2011, Film Discussion Facilitator: "Blacking Up"

2010, Film Discussion Facilitator: "New Muslim Cool"

2009, Film Discussion Facilitator: "Divided we Fall"

Intercultural Management Institute (IMI)

2014, "Dismantling the 'U.S. versus International' Dichotomy: Creating Synergy between Intercultural and Social Justice Approaches in Organizations"

2013, "Integrating Intercultural and Social Justice Approaches into Diversity Management in American Higher Education Administration"

2010, "Intercultural US Diversity Management: A Case for Restructuring Multicultural Affairs in Higher Education"

National Assoc. of Independent Schools (NAIS) People of Color Conference (POCC)

2015, "Addressing Islamophobia: Dispelling Myths to Break Down Barriers"

2011, "Islam: Beyond the Myths, Breaking Down the Barriers"

National Communication Association (NCA) Conference

2014, Panelist: "Globalizing Intercultural Communication: Case Studies and Personal Narratives for the 21st Century"

Consortium for High Achievement & Success (CHAS): Black/Latino Male Conference

2014, "Hip Hop Activism"

Association of College Unions International (ACUI)

2014, "Transforming Multicultural Student Support"

State of the State Conference (OH)

2014, "Islam: Beyond the Myths, Breaking Down the Barriers"

Western States Communication Association (WSCA) Conference

2013, Panelist: "Pedagogies of Transformation: Intercultural Communication, Globalization and Social Justice"

2012, Panelist: "Intercultural Communication: Globalization & Social Justice"

2012, Panelist: "Intercultural Communication as 'Catalysts' for Social Change on University Campuses"

Hip Hop Educators Think Tank

2013, Screening Panelist: "Cracking the Codes: The System of Racial Inequity"

Advancing Public Philosophy Conference

2013, Panelist: "Hip Hop as Public Philosophy"

Michigan College Personnel Association (MCPA) Conference

2011, "Islam: Beyond the Myths, Breaking Down the Barriers"

Islamic Society of North America's Diversity Conference

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2011, "Islam, Diversity, Social Justice and the Arts" & Breakout Facilitator

ACPA Social Justice Institute

2010, "Islamophobia"

2010, "Hip Hop Social Justice Education"

United States Social Forum

2010, "Transforming Multicultural Community Support"

Symposium on Minority Recruit & Retention (Noel-Levitz & ACPA)

2010, "Transformation in Multicultural Affairs: A New Path Forward"

Association of Black Culture Centers (ABCC)

2009, "Multi-Ethnic Student Affairs/Trotter Multicultural Center: A New Path Forward"

Evangelical Lutheran Church of America (ELCA) Leadership Development Conference

2006, "LeadNow: Bridging Intercultural and Leadership Development"

PROFESSIONAL AFFILIATIONS

2016 – 2018, American Association of Colleges and Universities (AAC&U)

2011 – 2018, Student Affairs Administrators in Higher Education (NASPA)

2013 – Present, National Society of Collegiate Scholars, *Distinguished Member*

2012 – 2014, Western States Communication Association (WSCA)

2010 – 2012, Michigan College Personnel Association (MCPA)

INVITATIONS, WORKSHOPS, & LECTURES

Dismantling the U.S. vs. International Dichotomy

2021, March; Franklin & Marshall, Lancaster, PA

Islam and Islamophobia: Dispelling Myths to Breaking Down the Barriers

2021, Oct; Bryant University – Day of Understanding

2021, April; P.S. 10 Park Slope, Brooklyn Public Schools

2020, April; Skyline College (CA)

2019, April; University of Wisconsin – La Cross

2018, Jan; Lasell College, Newton, MA

2017, Nov; Reed College, Portland, OR

2017, Nov; University of Tennessee – Knoxville

2017, Oct; Oakwood School, N. Hollywood, CA

2017, Oct; Thacher School, Ojai, CA

2017, Sept; University of Kansas, Lawrence, KS

2017, Sept; University of Missouri – Kansas City

2017, Feb; City College of San Francisco, San Francisco, CA

2017, Feb; Clovis Community College, Clovis, CA

2017, Feb; Seattle Country Day School, Seattle, WA

2017, Jan; The Meridian School, Seattle, WA

2017, Jan; The Evergreen School, Seattle, WA

2016, Oct; La Roche College, Pittsburgh, PA

2016, Sept; Pike School, Andover, MA

2016, Aug; Virginia Theological Seminary, Alexandria, VA

2016, May; Episcopal Academy, Newtown Square, PA

2016, April; Vassar College, Poughkeepsie, NY

2016, April; Central Washington University, Ellensburg, WA

2016, April; Montgomery College – Takoma Park/Silver Springs; Silver Springs, MD

2016, April; New School, New York City

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2016, April; Kellogg Community College, Battle Creek, MI
2016, March; University of Wisconsin – Barron County
2016, March; James Madison University, Harrisonburg, VA
2016, March; Siena College, Albany, NY
2016, March; Madison College, Madison, WI
2016, March; University of Texas - Arlington
2016, February; Columbia University, New York City
2016, February; Wellesley University, Wellesley, MA
2016, February; Miami Valley School, Dayton, OH
2016, January; Friends Academy, Long Island, NY
2016, January; Pingree School, South Hamilton, MA (MLK Day Keynote)
2015, December; Penn Charter, Philadelphia, PA
2015, December; De Anza College, Los Altos, CA
2015, November; Middlesex School, Concord, MA
2015, September; University of Massachusetts - Amherst
2015, April; UNC – Greensboro, Greensboro, NC
2015, March; Northeast Wisconsin Technical College, Green Bay, WI
2015, February; Illinois District 219 Teacher Training, Niles, IL
2014, April; Bradley University, Peoria, IL
2014, April; Penn State University – Erie
2013, December; University of Illinois – Champaign
2013, November; College of William and Mary, Williamsburg, VA
2013, October; Stetson University, Daytona Beach, FL
2013, October; Tulsa Community College, OK
2013, April; Gustavus Adolphus College, Saint Peter, MN
2013, January; Greenhills Independent School, Ann Arbor, MI (MLK Day Keynote)
2012, November; Christopher Newport University, Newport News, VA
2012, October; California State University – Northridge
2012, March; University of Wisconsin – Milwaukee
2012, January; Brooklyn Friends School, New York City
2011, October; University of Utah, Salt Lake City
2011, September; Webster University, St. Louis, MO
2011, September; YWCA Mid-Atlantic Conference, Pittsburgh, PA
2011, July; Jewish Family Services, Ann Arbor, MI
2011, April; Central Michigan University, Mt. Pleasant, MI
2011, April; Butte College, Butte, CA
2011, May; Chadwick School, Pales Verdes, CA
2011, May; Ohio University, Athens, OH
2011, February; Howard Community College, Columbia, MD
2011, March; University of Wisconsin – Green Bay
2011, March; University of Wisconsin – Oshkosh
2011, March; Gonzaga University, Spokane, WA
2010, December; Sonoma State University, Rohnert Park, CA
2010, December; Seattle Public Schools, Seattle, WA
2010, December; West Seattle Community College, Seattle, WA
2010, December; Bush Academy, Seattle WA
2010, November; University of Texas – Austin
2010, November; College of St. Benedict/St. John's, Collegeville, MN
2010, November; Concordia College, Moorhead, MN
2010, November; University of Wisconsin – Parkside
2010, October; University of North Carolina – Greensboro

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2010, October; Anne Arundel Community College, Arnold, MD

2009, October; Ferris State University, Big Rapids, MI

2009, November; Nightengale-Bramford Prep Academy, New York City

Islamophobia at the Intersection: How Racism, Immigration and Christian Hegemony converge to create opportunities for Coalitions

2018, Nov; Bowdoin College, Brunswick, ME

Secularism, Liberalism, Islamophobia and the Reproduction of Whiteness

2017, Feb; University of Puget Sound, Tacoma, WA

Hip Hop, Spirituality and Standing Rock: A Muslim Man's Journey

2017, March; Mount Holyoke College; South Hadley, MA

Globalizing Higher Education through Diversity, Social Justice & Intercult. Communication

2017, March; Westfield State University; Westfield, MA

Bakari Kitwana's Rap Sessions

Panelist for session on "Run Towards Fear: Millennial Activism and Social Justice"

Co-panelists: Tamika Mallory, Yusuf Salaam, Greisa Martinez, Jasiri X

2017, April; Connecticut College, New London, CT

Panelist for session on "Hip Hop Activism"

Co-panelist: Ilana Weaver aka Invincible

2012, January; Davenport University, Grand Rapids, MI

Panelist for "The New Muslim Cool Tour"

Co-panelists: Hamza Perez, Jennifer Maytorena Taylor

2010, April; Michigan State University, East Lansing, MI

Allyhood and Campus Hate/Bias Bystander Intervention

2016, Sept; Wellesley University, Wellesley, MA

2016, April; Whitworth University, Spokane, WA

2016, March; Madison College, WI

Addressing Islamophobia: Strategies for Change (Staff Development Workshop)

2016, Sept; Wellesley College, Wellesley, MA

2016, March; Madison College

Hip Hop Social Justice

2015, March; Haverford College, Haverford, PA

2014, January; Phillips Exeter Academy, Exeter, NH

2013, February; Greenhills Independent School, Ann Arbor, MI

2011, October; Loyola University, Chicago, IL

2011, February; Benedictine University, Lisle, IL

Islam and Hip Hop

2021, March; Greenhills School; Ann Arbor, MI

2016, April; Westfield State University; Westfield, MA

2015, November; Bowdoin College; Brunswick, ME

2015, April; Montgomery College – Takoma Park/Silver Springs; Silver Springs, MD

2014, February; California State University – East Bay

2013, October; Tulsa Community College, OK

2010, November; University of Wisconsin – Parkside

Intercultural Leadership Development Student/Faculty/Staff Training

2021, Sept; Miami Valley School, Kettering, OH

2020, Sept; University of Alaska – Southeast, Sitka, AK

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2018, October; Seattle Country Day School, Seattle, WA
2018, Aug; Emory University Admissions Team, Atlanta, GA
2016, Nov; Northern Kentucky University, Highland Heights, KY
2016, Sept; Colorado College, Colorado Springs, CO
2016, Aug; College of St. Benedict, Collegeville, MN
2016, Aug; Virginia Theological Seminary, Alexandria, VA
2015, April; Richland College, Dallas, TX
2011, March; Gonzaga University, Spokane, WA

Secular and Interfaith Competence

2015, September; Indiana University – Kokomo, Diversity Lecture Series

Book Conversation: Globalizing Intercultural Communication: A Reader

Panelist with other Published Contributors

2015, October; California State University – Northridge

Becoming a Social Justice Activist

2012, December; Understanding Race Project, Ann Arbor, MI

Post 9/11 Islam in America

2012, September; Central College, Pella, IA

Hip Hop Interculturalism

2018, October; Seattle Country Day School, Seattle, WA
2012, October; California State University – Northridge
2008, October; Bard College, Annandale-on-Hudson, NY
2008, February; University of Vermont, Burlington, VT

Hip Hop Pedagogy & Social Justice

2011, March; California State University – Northridge

Islam, Race and Hip Hop: A Social Justice Perspective

2010, December; Louis & Clark College, Portland, OR

Hip Hop and Spirituality

2010, March; University of North Carolina – Greensboro

How Student Coalitions Can Breed Successful Outcomes

2008, April; Bowling Green State University, Bowling Green, OH

Multicultural Student Coalition Building

2019, Jan; Thatcher School, Ojai, CA
2014, Oct; Pacific University, Stockton, CA
2007, November; University of Cincinnati, Cincinnati, OH

PROFESSIONAL DEVELOPMENT & CERTIFICATIONS

AAC&U– Diversity, Equity and Inclusive Democracy: Inconvenient Truths

2018, March (San Diego, CA)

Know Her Truths – Advancing Justice for Women and Girls of Color Conference

2016, April (Wake Forest University: Winston-Salem, NC)

AAC&U Working Conference – Diversity, Learning and Student Success: Shifting Paradigms and Challenging Mindsets

2016, March (Philadelphia, PA)

NASPA & ACPA Conference on College Men

2015, June (University of Massachusetts – Amherst)

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Forum on Education Abroad Standards and Good Practice Institute

2013, November (University of Minnesota; Minneapolis, MN)

Summit on Diversity in Graduate Education; (Invitation-based)

2013, November (Univ. of Michigan Rackham Graduate School; Ann Arbor, MI)

REAL Colors Certification

2010, National Curriculum and Training Institute® Inc.

National Conference on Race and Ethnicity (NCORE); 2004 – 2016

2009, Institute: Growing a Model Multicultural Affairs Department

2008, Institute: Making Assessment Work for Inclusive Excellence

2004, Institute: Minority Affairs Professionals

Summer Institute for Intercultural Communication; 2005 – 2016

2008, Diversity as Culture Change (Anita Rowe & Donna Stringer)

2007, Designing Intercultural Training (Dr. Milton Bennett)

2006, Personal Leadership (Dr. Barbara Schaetti & Dr. Gordon Watanabe)

2006, Strategic Planning for Campus Diversity (Dr. Art Constantino & Dr. Terrell Jones)

2006, Effecting Positive Change in Multicultural Groups (Dr. Todd Conklin & Dr. Richard Harris)

2006, Development of the Multicultural Self (Dr. Lee Knefelkamp)

2005, Creating an Intercultural Campus (Dr. Lee Knefelkamp)

AAC&U Core Commitments – Educating Students for Personal & Social Responsibility

2007, Concordia College Grant Team Member: Project Launch (Washington DC)

2007, Project Summer Institute (University of Vermont)

NASPA Student Affairs Multicultural Institute

2005, Multiculturalism in the Context of Institutional Change and Strategic Priorities

Intercultural Development Inventory (IDI) Certification

2005, 3-day Assessment Instrument Facilitation Seminar by Dr. M. Bennett & Dr. M. Hammer

Diversity Explorations

2005, Training-the-Trainers Workshop by One Ummah Consulting

National Association of Foreign Student Advisors (NAFSA): Region IV Conference

2003, Completed 8-hour Program: “F-1 Regulations”; Travel Grant Recipient

ADDITIONAL CONTRIBUTIONS

2015 **MSNBC’s ‘Melissa Harris-Perry’ show; Invited On-Camera Guest/Contributor**

- Appeared on March 22, 2015

2012 **“Cracking the Codes” A Film by Shakti Butler; Featured Contributor & Facilitator**

- Featured appearances in film and marketing materials
- Screening Facilitator (U. of Illinois – Champaign, Dec 13; UMass-Amherst, Nov 2014)

EXPERIENCE ABROAD

1998 – Study Abroad at University of Natal in Durban, South Africa

1999 – Nepal Experience summer program (Miami University). Conducted study on the “Coexistence of Buddhism and Hinduism in Nepal.” Traveled within Nepal and throughout India to complete research. (One of Ten visits to India)

2001 – Islamic Medical Association of North America participant in Iran. Event served diplomatic relations; contingency was largest American group in Iran since 1979.

2002 – Two Month Summer Exploration of China and Tibet

2006 – Advisor for Concordia College Spring Exploration Seminar to Turkey

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1996-2023 - Independent travel to Pakistan, Australia, New Zealand, Madagascar, Swaziland, Mozambique, Zimbabwe, Zambia, Kenya, Tanzania, Thailand, Canada, Venezuela, Kuwait, U.A.E., Malaysia, Germany, England, India, Netherlands, Portugal, Spain, Morocco, France, Italy, Turkey, Saudi Arabia, Sri Lanka, Jamaica, Mexico, Czech Republic, Costa Rica, Brazil, Ecuador, Galapagos Islands, Puerto Rico, Japan, Singapore, French Polynesia, Iceland, Dominican Republic, Bahamas. *(Chronological by first visit)*

SUMMARY OF QUALIFICATIONS

As a thought leader and proven implementer of synergized approaches that bridge Intercultural Communication/Development with Diversity, Equity, and Inclusion. I effectively support systemic change in organizations helping to create more diverse, equitable and inclusive settings.