

**Dr. Belisa González**

Director, Center for the Study of Culture, Race and Ethnicity  
347 Egbert Hall  
953 Danby Rd  
Ithaca College, Ithaca NY 14850  
[bgonzalez@ithaca.edu](mailto:bgonzalez@ithaca.edu)

Director, Faculty Diversity and Development School of Humanities & Sciences, Ithaca College	<b>2019-present</b>
Director, Center for the Study of Culture, Race and Ethnicity	<b>2015-present</b>
Professor, Department of Sociology, Ithaca College	<b>2021</b>
Associate Professor, Department of Sociology, Ithaca College	<b>2013-2021</b>
Assistant Professor, Department of Sociology, Ithaca College	<b>2007-2012</b>

**EDUCATION**

Ph.D., Sociology, Emory University, Atlanta, GA	<b>2006</b>
M.A., Anthropology, University of New Mexico, Albuquerque, NM	<b>1999</b>
B.A., Anthropology, Texas State University, San Marcos, TX	<b>1997</b>

**ADMINISTRATIVE APPOINTMENTS, ITHACA COLLEGE**

**Director, Center for the Study of Culture, Race and Ethnicity (CSCRE)**

In addition to the regular duties of a department chair I have accomplished the following:

- Raised the visibility of the CSCRE at the all-College level
- Developed new major, *Race, Power, and Resistance* (expected Catalog Year 21-22)
- During Fall 2015 when the campus community needed resources about racism and anti-racism, under my direction the CSCRE developed a series of “Racism 101” workshops
- Increased the total number of minors every year
- Organized the center’s 20<sup>th</sup> anniversary celebration (fall19)
- Collaborated with Alumni Relations and IC Unity to put on an annual alumni event
- Attended recruiting events and represented the CSCRE at both Academic and Student Affairs campus events

**Director, Faculty Diversity and Development, School of Humanities and Sciences**

- Recruit H&S Pre-doctoral and Post-doctoral Fellows; chair the steering committees; develop and oversee the respective program budgets; establish yearly

- recruitment timeline and objectives; coordinate mentoring and professional development programming; other duties as assigned.
- Assist the Associate Dean with H & S's Early Career Faculty Mentoring program.
  - Explore plans for infusing diversity, inclusion, and antiracism into teaching and research
  - Provide advice on antiracist practices
  - Contribute to School conversations about bias affecting the validity of student statements used for faculty evaluation and formal reviews.
  - Review and monitor departments' diversity and inclusion efforts and provide advice to the Dean and the departments.
  - Distribute monthly bias resource digest to chairs
  - Hold bi-weekly conversations on racism and antiracism in Higher Education
  - Other special projects assigned with mutual interest and agreement with the Dean.

## **HONORS AND AWARDS**

- 2019**      *President Shirley M. Collado, Faculty Award for Outstanding Contributions to the Ithaca College Community*, inaugural recipient. In recognition of inclusive leadership, teaching, and research on- and off-campus.
- 2018**      Selected through a competitive process to attend the Higher Education Resource Services (HERS) Summer leadership development program at Bryn Mawr College.
- 2016**      *Faculty Excellence Award*, in recognition of exemplary teaching, scholarship, and service. Selected through a competitive process. Center for Faculty Excellence, Ithaca College.
- You Make a Difference Award*, presented by the ALANA student community at the ALANA Achievement Awards Banquet, October 24.
- 2014**      *Faculty Appreciation Award*, Student Government Association
- 2013-2015**      Faculty-in-Residence fellow, Center for Faculty Excellence, Ithaca College
- Mentorship & Empowerment Award*, Student Government Association
- 2013**      *Faculty Appreciation Award*, Student Affairs and Campus Life
- 2009**      *You Make a Difference Award*, presented by the ALANA student community at ALANA Achievement Awards Banquet, October 24.
- Award for Outstanding Contribution to the ALANA student community*, presented at the Annual ALANA Senior Banquet, May 2.
- 2008**      *Award for Outstanding Leadership and Contribution to Ithaca College*, awarded by the African Latino Society and I.C. Feminists

## **COLLEGE-WIDE CAMPUS LEADERSHIP\***

\*See Appendix for more detailed information

### **Inclusive Search Chair Trainings:**

- 2013-present
- Collaborated with a team
- Developed and delivered mandatory trainings
- Adjusted format and content for different audience needs
- Curated supplement materials

### **Recruiting and Retaining ALANA Faculty Working Group:**

- 2015-present
- Identifies needs of faculty of color
- Created programming and opportunities for faculty to connect
- Collected and distributed information on resources available to faculty of color

### **Early Career ALANA Faculty Writing Program:**

- Spring 2018 and Spring 2020
- Initially funded by President Collado's seed grant initiative
- Applied for and received grant (\$5400)
- Collaborated with Center for Faculty Excellence and the Writing Center
- Organized 3 on campus meeting, 2 off-campus retreats, writing hours in the CFE and an all-day May workshop
- Spring 2020 expanded to all faculty of color and added a 3<sup>rd</sup> retreat

### **EVERFI Diversity Equity and Inclusion Course: Customization and Implementation team**

- 2019-present
- Work with other campus experts to review and make suggestions for online mandatory student course on Diversity, Equity and Inclusion
- Review online course
- Make recommendations for improvement
- Work with students to update resources
- Consult on follow up programming
- Create follow up curriculum

### **BOLD Faculty Mentor:**

- 2017-2019
- Served a faculty mentor for the inaugural cohort of 10 BOLD scholars
- Delivered a social justice curriculum
- Held 2-hour weekly meetings for 4 semesters (FA17-SP19)
- Guided group through process of picking and executing transformation project, Engaging Mental Health in People of Color (EMPOC)
- Met regularly with each scholar

- Co-authored bi-annual reports to the Pussycat Foundation

**Campus Climate Survey Committee:**

- Co-chair 2015-17
- Ensured the needs of the College were met
- Promoted the survey for maximize return
- Distributed results widely
- Presented and lead discussion for campus stakeholders and partners.

**Council on Diversity and Inclusion (CODI):**

- Co-chair 2015-2017
- Standing Provost's Committee created in summer 2015
- worked with campus leader and existing college committees to monitor, provide guidance, support, and make recommendations on all aspects of diversity and inclusion programs, policies, and practices implemented at the college.
- Reviewed proposals to review the Office of Campus Safety and the proposed officers' body camera policy.
- Researched the reporting structure of a Chief Diversity Officer (CDO)
- Made official recommendation to the President to hire a
- Created a reporting and ally structure for campus partners

**COLLEGE-WIDE PROGRAM COORDINATION**

**Urban Mentorship Initiative (UMI), 2008-2019:** [UMI](#) is a distance-mentoring program where students from Ithaca College are matched with students from our community partner, Middle School 50/El Puente Community School, located in Williamsburg, Brooklyn, NY. The program has an associated course, Practicum in Social Change. In this semester-long program, mentors learn about educational inequality, community university partnerships and mentoring. Mentors communicate through both structured and unstructured interactions via email and three in-person meetings. The program began in 2007 at Cornell University and was relocated to Ithaca College in 2009. I ran every aspect of the program and taught the associated class from 2008-2018 until I transitioned the program and course to my colleague, Dr. Gustavo Licón. The program is funded by the School of Humanities and Sciences.

**CSCRE Discussion Series, Chair 2015-Present:** The Discussion Series is an annual series put on by the CSCRE. The series hosts between six and eight events annually that including speakers, workshops, celebrations and artists-in-residence. As chair, I am responsible for convening the discussion series committee, leading meetings to discuss and decide on a theme for the year's series, delegating responsibility for initially contacting potential presenters, following up with presenters and coordinating the outreach and logistics for all events.

**CSCRE 20<sup>th</sup> Anniversary Celebration:** The 20<sup>th</sup> Anniversary Celebration was a joint effort between Alumni Affairs and the CSCRE. The planning for this event began 2 years

prior to our anniversary and involved coordinating efforts with Alumni Affairs, Campus and Event Services, the Discussion Series Committee, CSCRE faculty, CSCRE affiliates and the founding members of the CSCRE. Additionally, we decided that instead of disposable unsustainable favors, we would support local women of color businesses by buying our favors from them. The final event featured a panel of founding members and alumni, an interview booth where alumni could talk about their experience with the CSCRE or life before the CSCRE. We used this footage to create a short [video](#) to highlight the integral role Ethnic Studies and the Center play in higher education.

## **GRANTS AND FUNDING**

- 2018** President's Seed Grant Recipient. Writing Program for Early Career ALANA Faculty (\$5400). Ithaca College, Ithaca NY.
- 2014** Course release award, Center for Faculty Research and Development. To develop course on community change.
- 2012** Course release award, Center for Faculty Research and Development. To prepare manuscript on Urban Mentorship Initiative.
- 2011** National Science Foundation Grant: "Discrimination, Boundary Negotiation and Mobility Strategies among Middle Class Latino Immigrants in the *Nuevo South*." Co-Principal Investigator, with Dr. Irene Browne, Emory University, Atlanta, GA (\$143,890).
- 2010** H&S Educational Initiative grant for Urban Mentorship student travel to Brooklyn (\$1000).  
Office of the Provost Travel Grant, to present "Racing the Classroom: Unpacking Color-blind Racism in Predominately White Institutions." Diversity Challenge, Boston MA; with Dr. Beth Tarasawa, St. Norbert College (\$800).
- 2008** National Science Foundation Grant: "Mobility Strategies among Middle Class Latino Families in Atlanta." Co-Principal Investigator, with Dr. Irene Browne, Emory University, Atlanta, GA (\$64,304).
- 2007** Course release award, Center for Faculty Research and Development. To analyze data from Mobility Strategies Research.
- 2006** Franklin Postdoctoral Teaching Fellowship, University of Georgia, Athens, GA.
- 2005** Ford Foundation Diversity Dissertation Fellowship, National Research Council of the National Academies (\$20,00).  
Scholarly Inquiry and Research at Emory Research Partner Fellowship, Graduate School of Arts and Sciences, Emory University (declined).
- 2004** Community Partners Fellow, Office of University Community Partnerships, Emory University (\$15,000).

## **PUBLICATIONS**

### ***PEER REVIEWED***

- 2020** Browne, Irene, Katharine Tatum, and **Belisa E. González**. “Presumed Mexican Until Proven Otherwise: Identity Work and Intersectional Typicality among Middle-Class Dominican and Mexican Immigrants.” *Social Problems* (forthcoming). DOI: <https://doi.org/10.1093/socpro/spz056>
- 2016** **Belisa González**. “How Can I Trust You if You Don’t Know Who You Are? The Consequences of a Fluid Identity on Cross-racial Organizing between African American Women and Latinas in Atlanta.” *Societies* 6(13): 1-24.
- 2010** **Belisa González** and Kathryn Sweeney. “The Color of Affirmative Action: What Public Responses to Affirmative Action Policies Tell Us About Racial Ideologies in the U.S.” *The Journal of Race and Policy: Race and Policy in the Age of Obama* 6(1): 135-48.
- 2009** **Belisa González**. “Can We All Just Move Beyond: Everyday Manifestations of the Black/White Binary.” Pp. 522-538 in *Doing Gender Diversity: Readings in Theory and Real-World Experience*, edited by R. F. Plante and L. M Maurer. Boulder, CO: Westview.
- 2008** Sweeney, Kathryn A. and **Belisa González**. “Affirmative Action Never Helped Me: Response to Ending Affirmative Action in Michigan.” Pp. 135-148 in *Racism in Post-Race America: New Theories, New Directions*, peer reviewed, edited by C. A. Gallagher. Chapel Hill, North Carolina: Social Forces.

### ***EVALUATIONS AND POLICY MANUALS***

- 2021** **Belisa González** and Sean Eversley Bradwell. Reimagining Public Safety: Findings from Qualitative Data and Community Input.
- 2020** **Belisa González** and Michelle Rios Dominguez. Inclusive Search and Selection Procedures, Ithaca College.
- 2015** Sean Eversley Bradwell and **Belisa González**. “Talking Circles on Race and Racism: Evaluation.” This report is the result of three years of data collection on the impact of the Multicultural Resource Center’s “Talking Circles” (Tompkins County, NY).

### ***OTHER PUBLICATIONS***

- 2020** Jeane Copenhaver Johnson, Maria DiFrancesco, **Belisa González**, Judith Pena-Shaff, R.P., and Peyi Soyinka-Airewele. 2020. “Organically Grown: A Professional Development Community for Chairs.” *The Department Chair* 30 (4): 9-11.
- 2012** **Belisa González**. Review of Being Brown in Dixie: Race, Ethnicity and Latino Immigration in the New South. *Latino Studies* 10 (1-2): 251-53.

- 2005** **Belisa González.** Review of After Race: racism after multiculturalism, by Antonia Darder and Rodolfo D. Torres. *Contemporary Sociology* (34) 5: 493-494.

### ***UNDER REVIEW***

**Belisa González.** The Pedagogy of Frustration: The reality of inequality and teaching social change. In review at the *Journal of Higher Education, Outreach and Engagement*.

### ***IN PREPARATION***

**Belisa González.** Discrimination in Black, White and Brown: How Middle-Class Mexican Immigrants Living in Atlanta Understand Discrimination.

**Belisa González** and Sean Eversley Bradwell. When Protest(ers) Graduate: How to Translate Temporary Demands into Long Term Structural Change.

### **KEYNOTE TALKS**

- 2019** “The Development of Women Department Chairs: Fostering a Chair Community.” With Jeane Copenhaver-Johnson, Belisa Gonzalez, Peyi Soyinka-Airewele, Rebecca Plante, Pearl Ponce, and Judith Pena-Shaff. ACE Women’s Network Regional Professional Development Conference, Canandaigua, NY, May 20.

“Black Girl Black Girl What is your Song: and other confessions from centering blackness at a PWI.” Co-presented with April Carroll, IC ‘19. Whalen Symposium, Ithaca College, April 2.

- 2017** “Diversity as a Process: Integrating Diversity into Curriculum.” Core Workshop, faculty development on diversity, LeMoyne College, Syracuse, NY, April 20.

- 2009** “Everyday Resistance: Recognizing Everyday Contributions to Social Change” Community Partnership Board Annual Spring Reception, April 16.

“Are you calling me a racist?: Exploring the costs of derailing conversations about race.” Greater Ithaca Activity Center’s Dr. Martin Luther King Jr. Annual Community Breakfast, January 17.

### **INVITED PRESENTATIONS**

- 2020** “Racism” facilitated dialogue as part of Common Threads: Intergenerational Dialogue Series. Presented by Ithaca College Gerontology Institute, October 26.

COVID-19: Inequality, Public Health, Racism, panel presentation and discussion with Yolanda Clarke, **Belisa González**, and Judy Griffin. Part of Honors Program Rapid Response Salon Series, May 15, Ithaca College.

- “Inclusive Faculty Searches,” Upstate New York Higher Educational Recruitment Consortium Conference, March 10.
- “Teaching to the Choir: Teaching Progressive Students in the Age of Trump” Eastern Sociological Society, Philadelphia, PA.
- 2019** “Discrimination by any other name: Middle-class Mexican immigrants experiences with perceived discrimination.” Clough Center for the Study of Constitutional Democracy, Boston College, Newton, MA, April 23.
- “The Language of Diversity” presented at Arts Intensive, School of Music, Ithaca College November 4<sup>th</sup>.
- 2017** “Campus Climate Survey Results.” Division of Admissions, Ithaca College, Ithaca, NY, May 11.
- 2013** “Constructs of Identity, Modes of Identification.” Transborder Collaborations in Teaching and Research: Power, Identity and Justice, Ithaca College, November.
- 2012** “Race, Poverty and the Achievement Gap: A Panel on Educational Inequity in America.” Sponsored by the CSCRE, Poder, CSA, AAA, Kuumba Repertory Theatre, S2S, the Diversity Awareness Committee, and Ithaca College Career Services, Ithaca College, Ithaca NY, February 2.
- 2010** “Can I see your documents?: Immigration and the Border Patrol.” IC International Club, Ithaca College, September 21.
- 2009** “We don’t need the master’s tools, we have our own...” *Hope & Healing*: a benefit for the New Orleans Women’s Health Clinic and grassroots justice. Women’s Community Building, Ithaca NY, April 18.
- “But we have a Black President: the future of affirmative action in a post-racial World.” East Coast Chicano Student Forum Conference, Cornell University, Ithaca NY, April.
- 2008** “Cross-Racial Coalitions, Conflict and Keepin’ On.” Center for the Study of Culture, Race, and Ethnicity Discussion Series, *Chaos or Community*. Ithaca College, November 1.
- 2002** “Internalized Racial Oppression.” National Advanced Training of the People’s Institute for Survival and Beyond, New Orleans, Louisiana, February.

## SELECTED CONFERENCE PRESENTATIONS

- 2020** Women of Color in Academia: The Contradictions that Come with Being in Demand and Devalued. For the mini-conference “Women of Color in Academia,” Eastern Sociological Society, Philadelphia, PA.
- 2019** "Presenting qualitative findings through visuals." For “DataViz Day: Data Visualization at CDC Today and Tomorrow,” Atlanta, GA. Katharine Tatum, Irene Browne, and **Belisa González**.
- “When Protest(ers) Graduate: Moving from Student Demands to Structural Change at a Comprehensive Liberal Arts” Society for the Study of Social Problems Annual Meeting, New York, NY.
- “Presumed Unworthy: Why Service Work Doesn’t ‘Count’ for Women of Color in Academia.” Society for the Study of Social Problems Annual Meeting, New York, NY.
- 2017** “Presumed Mexican Until Proven Otherwise: How Middle-Class Dominican and Mexican Immigrants Negotiate the Latino Prototype.” Irene Browne, Katharine Tatum, and **Belisa González**. American Sociological Association, Montreal Canada.
- “Discrimination in black, white and brown?: Exploring middle-class Mexican and Dominican immigrants’ experiences of discrimination in Atlanta.” Southern Sociological Association, Greenville, SC.
- 2015** “Talking ourselves into change: Assessing the impact of a dialogue-based approach to ending systemic racism,” **Belisa González** and Dr. Sean Eversley Bradwell. Society for the Study of Social Problems, Chicago, IL.
- “Framing Outside the Binary: What are we missing by framing shifting demographics within existing binary concepts?” Society for the Study of Social Problems, Chicago, IL.
- 2014** “The Role of Inclusive Language: Intended/Unintended Communication” (presentation and guided discussion). Inclusive Leadership in a Diverse World: Leading the Change Conversation at Your Institution, Ithaca College, Ithaca College, Ithaca NY.
- 2013** “Watching Out for Affirmative Action: An auto-ethnography of search committee decision-making logic and the implications for diversity and inclusion.” Society for the Study of Social Problems, New York, NY.
- 2011** “How do you Teach Creativity and Equality?: Lessons From a Distance Mentoring Initiative.” Society for the Study of Social Problems, Las Vegas, NV.

- 2010** “Racing the Classroom: Unpacking Color-blind Racism in Predominately White Institutions,” **Belisa González** and Dr. Beth Tarasawa. Diversity Challenge, Boston MA.
- “‘We don’t eat tortillas’: Racial and Class Distinctions among Middle Class Dominicans and Mexicans living in Atlanta” (with Irene Browne and Selina Gallegos-Cruz). American Sociological Association, Atlanta, GA.
- 2009** “Methodological Dilemmas in Research on Intersectionality: An Example from a Study of Middle Class Dominican and Mexican Immigrants in Atlanta,” Irene Browne and **Belisa González**. National Women’s Studies Association, Atlanta, GA.
- 2008** “Bridging the Public to the Private: The Challenges of Teaching Public Sociology in a Private College Town.” Humanist Sociological Association, Boston, MA.
- “The Color of Affirmative Action: What public responses to affirmative action policies tell us about racial ideologies in the U.S.” Society for the Study of Social Problems, Boston, MA.
- 2007** “Can’t we all just move beyond?: How the everyday manifestations of the black/white binary prevent us from empirically and theoretically moving beyond it.” American Sociological Association, New York, NY.
- 2005** “The Role of Self-Reflexivity in Cross-Racial Organizing among Women of Color.” Society for the Study of Social Problems, Philadelphia, PA.
- 2004** “Are We Sistas?: What African American Women and Latinas Think about Being ‘Women of Color’.” Society for the Study of Social Problems. San Francisco, CA.
- “What’s in a Name?: Exploring the Transcendent Community among People of Color.” American Sociological Association, San Francisco, CA.
- “Seven States at Seven Stages: Approaching Suicide Prevention Planning and Implementation at the State Level, Lessons Learned,” with Keri Lubell and Helen Harbor Singer. Division Rounds, Division of Violence Prevention, Centers for Disease Control and Prevention, Atlanta, GA.
- “I don’t have an answer but I have a question: What do women of color think about one another?” Women of Color and Mixed Heritage Conference, Albuquerque, NM.
- 2003** “Leadership, Organization, and Advocacy: Key Decision Points in the Suicide Prevention Campaign,” with Keri Lubell and Helen Harbor Singer. Preventing Suicide in Regions VII & VIII, Centers for Disease Control and Prevention, Denver, CO.

“What are We Fighting For?: Rethinking the Resources in Resource Competition.” Southern Sociological Society, New Orleans, LA.

“Deciding on Key Strategies for State Suicide Prevention Plans.” American Association of Suicidology, Sante Fe, NM.

**2002** “Taken Together: The Possibility of Cross Racial Coalition Building.” American Sociological Association, Chicago, IL.

“Seeing in Color: Beyond Black and White.” Southern Sociological Society.

### **MENTORSHIP WORKSHOPS AND PRESENTATIONS**

**2020** “Antiracist leadership,” presentation and conversation to President’s Fellows, September 21<sup>st</sup>.

**2018** “Understanding What the Search Committee is Looking For.” Future Professors Institute, Cornell University, Ithaca, NY.

**2017** “The New Politics of Race on campus: Ferguson lists of demands BLACK LIVES MATTER racialized campus culture” respondent to featured speaker, Stefan Bradley’s presentation as Future Professoriate Program: Topics in Higher Ed, Syracuse University, April 7.

**2016** “Finding and Building a Community” presented at *An Inside Look*, Ithaca College, Office of Admission April 9<sup>th</sup>.

**2011** “Making the Most of Your Ford Fellowship: Predoctoral Social Sciences.” Conference of Ford Fellows, Irvine, CA, October.

**2008** “The Consequences of Being ‘Surrounded by Reality’.” Women Studies conference, Ithaca College as part of the panel “Speaking Truths as Women of Color,” Ithaca College, Ithaca, NY, February 26.

Invited discussant at “Su Historia,” a panel on the Latina experience. Hosted by Hermanas of the Iota Chapter of Sigma Lambda Upsilon/Senoritas Latinas Unidas Sorority, Inc. Ithaca College, September 30.

Invited discussant, “Navigating Graduate School.” Invited by the Latino Graduate Student Association, Cornell University.

Moderator and presenter, “Job Market Strategies: Nuts and Bolts of Going on the Market.” Conference of Ford Fellows, Washington, DC, September 19.

**2007** “The Pros and Cons of a Teaching Post-doc,” Conference of Ford Fellows, Irvine, CA.

- 2000** “Surviving Graduate School: A Special Guide for Women of Color.” Women of Color in Higher Education, Minneapolis, MN, March 24.

## **PUBLIC AND APPLIED PROFESSIONAL WORK**

### ***WORKSHOPS***

- 2020** “Microaggressions: What are they and how can we address them?” Center for Faculty Excellence Complementary Topics Series, August 21<sup>st</sup>.
- 2019** “Microaggressions in the Workplace,” Diversity Consortium of Tompkins County (NY) Diversity Roundtable, May.
- 2016** “Moving the Work Forward: Exploring Power and Bias in the Work We Do,” with Dr. Sean Eversley Bradwell. Division of Enrollment Management, Ithaca College, May.
- Diversity and Inclusion Plenary, with Dr. Sean Eversley Bradwell. Board of Trustees Meeting, Ithaca College, February.
- “Racism 101” series. Four workshops designed to introduce students, faculty and staff to language concepts and theories about race, racism, power and anti-racism. Ithaca College.
- 2013-Present** “Running an Inclusive Search”: A series of workshops designed to help search chairs and committees conduct faculty searches with an inclusive and equitable frame. Workshops are divided into stages of the search process, from creating the ad to retention. Mandatory training for all faculty search chairs.
- 2014-16** “Navigating Microaggressions, Micro-inequities and Unconscious Bias”: Campus-wide workshops offered through Human Resources and presented to the campus community, Division of Institutional Advancement, Board of Directors, Alumni Association, School of Business Winter Retreat, Theatre Arts Department, School of Health Sciences and Human Performance, Library staff, and Division of Information and Integrative Systems.
- 2013** Service-Learning Series: “Building Sustainable Service-Learning Partnerships.” Co-facilitated with Richard Kiely, Cornell University, October 29.
- Service-Learning Series: “Learning Outcomes and Course Design in Service-Learning.” Co-facilitated with Richard Kiely, Cornell University, September 18.

### ***FACILITATED DIALOGUES***

- 2017** Facilitated discussion after watching the webinar, “Racial Battle Fatigue: Shift the Campus Culture to Better Support racially Marginalized Groups & Challenge Racism on Your Campus,” July 26<sup>th</sup>.
- 2016** Discussion on systemic racism for Financial Division’s “Diversity and Inclusion Circles,” Division of Finance, Ithaca College.

- Webinar, “Our Journey toward Inclusive Excellence.” Presentation and facilitated discussion on inclusive excellence in higher education with IC Alumni, November 11th.
- 2013** Discussion of *Race: The Power of an Illusion– Part III: The House We Live in*. Presented by Understanding to Overcome, Ithaca, NY, April 22.
- 2012** Campus-wide facilitated discussion, *The Color of Fear*. With Dr. Sean Eversley Bradwell, Ithaca College, March 22.
- 2010** Discussant, Chaos or Community Live,” Presented by the MLK Community Build, Dec 5.
- 2002-2005** Co-Facilitated “Undoing Racism Workshop,” Atlanta, Georgia
- Spring 2002** Co-Facilitated "Forging New Coalitions in the 21st Century," conversations between African American and Latino grassroots organizers in Musgrove, Georgia, February. Sponsored by the Southern Regional Council.

### **PROFESSIONAL CONSULTATION**

- 2020** “Identifying and Mitigating Bias in the Hiring Process” presented to City of Ithaca employees August 25<sup>th</sup>.
- “Creating an Inclusive Hiring Process” presented to administrators of TST BOCES (Board of Cooperative Educational Services) July 17<sup>th</sup> as part of ongoing consultation on recruitment and retention.
- Ongoing consultation on hiring and retention practices, Ithaca City School District: Presentation on Inclusive Hiring Practices delivered to administrators, reviewed hiring material, website, job advertisements, interviewing rubrics and search committee procedures.
- 2019-** Present “Identifying and mitigating bias in the interview process” to various Tompkins County search committees.
- 2016** Designed multi-session presentation on gender bias in information technology for Division of Digital Integrative Information Systems, Ithaca College
- 2012-2015** Co-Principal Investigator, with Dr. Sean Eversley Bradwell, *Assessing and Increasing Impact of Talking Circles on Race and Racism*. Funded by the Kellogg Foundation, in conjunction with the Multicultural Resource Center at Cornell Cooperative Extension, Tompkins County, NY.
- 2010** “Managing Your Data with MaxQDA Qualitative Software. ” Emory University, Atlanta GA, May 25.
- 2005** Five workshop-series on integrating qualitative software into qualitative analysis, with Ray Maietta. Qualitative Interest Group Conference, Athens, GA, January.

### **PUBLIC SOCIOLOGY**

- 2015** “Evaluation Summary for Talking Circles on Race and Racism,” with Dr. Sean Eversley Bradwell. Presented to the Ithaca Community; sponsored by Multicultural Resource Center, Ithaca, NY, July.
- 2014** “Pedagogies of Racial and Social Justice in Community Contests.” Panel discussion with Laura Branca, Dr. Sean Eversley Bradwell, **Belisa González**, Ann Martin, Nancy Morales and Sofia Villenas. Conference on Equity and Social Justice; Social Justice Education Out of Bounds, New Frameworks and Alliances, March 1.
- 2012** “What else don't we know?: Black Culture, Black Life, Black History.” A workshop presented as part of the Black History Month Celebration *Black Culture, Black Life, Black History -- They Matter!* Boynton Middle School Day Event. Boynton Middle School, Ithaca, NY, February 15.
- 2008** Invited guest, Ithaca Radio 92.1 *WICB Sunday* to discuss the potential impact of Barack Obama’s election on race relations in the United States, November 16.
- Invited guest, Ithaca Radio 92.1 *WICB Bridging the Gaps*. I was invited to discuss the relationship between women of color and Feminism.
- Invited guest on Ithaca Radio 92.1 *WICB Bridging the Gaps*. I was invited to discuss the contemporary relevance of selected social movements of the 1960s and ‘70s – the Black Panther, Chicano, and American Indian movements.
- 2007** Invited Guest on Ithaca Radio 92.1 *WICB Bridging the Gaps*. I was invited to discuss contemporary local and national events and their relationship to gendered and racialized social structures.
- 2006** Guest, *Radio Diaspora*, discussing community organizing between communities of color in Atlanta, November 4.

## **TEACHING EXPERIENCE**

### **Assistant/Associate Professor, Ithaca College (August 2007-present)**

**Courses:** CSCR 12300: Introduction to Race, Culture and Ethnicity Concepts  
 EXSS 60200: Diversity of Exercise & Sport Sciences  
 SOCI 10100: Introduction to Sociology  
 SOCI 20700: Race and Ethnicity  
 SOCI 24000: Social Inequality and its Consequences  
 SOCI 31300: Social Inequality  
 CSCR 32200: Research in Global Justice  
 SOCI 30501: Practicum in Social Change: Urban Mentorship Initiative  
 SOCI 34500: 21<sup>st</sup> Century Conversations on Race  
 SOCI/CSCR 42000: Scholarship of and by Women of Color  
 SOCI 43300: Community Organizing  
 SOCI 43300: Race and Affirmative Action

SOCI 43602: Intergroup Dialogue  
SOCI 45100: Research in Community Change

**Visiting professor, Cornell University (August 2008 – May 2010)**

**Courses:** Community and Regional Planning 395: Seminar on Progressive Education:  
Community/University Partnership

**Post-Doctoral Fellow and Visiting Professor, University of Georgia (August 2006-  
July 2007)**

**Courses:** Soc 3280: Sociology of Gender  
Soc 3220: Sociological Theory

**SERVICE TO ITHACA COLLEGE**

***LEADERSHIP***

- 2019** Inclusion Consultant and Facilitator, Chairs' Academy Workshops  
**2015-2017** Campus Climate Survey Task Force (appointed)  
**2013-present** Member, Recruiting and Retaining ALANA Faculty Working Group  
**2015-2017** Co-Chair, Council on Diversity and Inclusion, Provost Office (appointed)  
**2015-present** Chair, Discussion Series Committee, Center for the Study of Culture Race  
and Ethnicity  
**2014** Member, Leadership Team, POD Leadership Development Institute  
**2011- 2012** Chair, Personnel Committee, Department of Sociology  
**2009-2010** Chair, Personnel Committee, Department of Sociology  
Chair, Search Committee, Department of Sociology Predoctoral Fellow

***COLLEGE-WIDE***

- 2020** Return to Campus Task Force: Academic and Classroom Planning sub  
Group (summer)  
**2018-present** BOLD Advisory Board  
**2018** "Diversity, Civility and the Liberal Arts" Working Group  
**2018** Strategic Planning Design Team, Provost's Office  
**2018** Provost Search Committee (appointed)  
**2017** Presidential Transition Team (appointed)  
**2014-2017** Martin Luther King Jr. Scholars Program Advisory Committee

- 2013-2017** Integrative Core Curriculum Diversity Designation Committee
- 2013-present** Affiliated Faculty, Martin Luther King Jr. Scholars Program, Ithaca College.
- 2012-2014** Office of Civic Engagement Service Learning and Implementation Committee
- 2010-2014** President's Advisory Committee on Diversity
- 2010** Latino Heritage Month Planning Committee  
National Council for Undergraduate research (NCUR), abstract reviewer
- 2009** General Education Assessment

***SCHOOL OF HUMANITIES AND SCIENCES (H & S)***

- 2016-2020** H & S Curriculum Committee (elected)
- Fall 2015** H & S Dean's search committee (appointed)
- 2010** "Ithaca and You" Program, presenter for discovery majors  
Summer Orientation Advisor

***DEPARTMENT***

- 2015-present** Chair, CSCRE Discussion Series Committee
- 2019-present** Curriculum Committee, CSCRE
- 2010-2014** Personnel Committee, Department of Sociology  
Search Committee, Department of Sociology
- 2010-2012** Advisory Committee, Center for the Study of Culture, Race and Ethnicity (CSCRE) Discussion Series
- 2007-2009** Curriculum Committee, Department of Sociology

**HIRING/SEARCH COMMITTEES**

- 2018 Provost and Senior Vice President for Academic Affairs
- 2017 Assistant Professor of Asian American Studies (chair)
- 2016 Assistant Professor of African Diaspora Studies (chair)
- 2016 Assistant Professor of Native American Indigenous Studies
- 2016 Director of Programs and Outreach, Student Affairs
- 2015 Dean of Humanities and Science
- 2013 Assistant Professor of Asian American Studies

## **FACULTY REVIEW COMMITTEES**

- 2019 Promotion review committee, Paula Ioanide, CSCRE (chair)
- 2019 Second-year review committee, Nicole Horsley, CSCRE (chair)
- 2019 Second-year review committee, Wendi Yamashita, CSCRE (chair)
- 2019 Promotion and Tenure review committee, Katherine Cohen-Filipic, Department of Sociology (member)
- 2019 Promotion and Tenure review committee, Joslyn Brenton, Department of
- 2018 Second-year review committee, Iokepa Casumbal Salazar, CSCRE (chair)
- 2018 Tenure and Promotion review committee, Gustavo Licón, CSCRE (chair)Sociology (member)
- 2018 Fourth-year review committee, Joslyn Brenton, Department of Sociology (member)
- 2017 Fourth-year review committee, Phuong Nguyen, CSCRE (chair)
- 2017 Fourth-year review committee, Jessica Dunning-Lozano, Department of Sociology (member)
- 2017 Promotion and Tenure review committee, Nia Nunn, Department of Education (member)
- 2016 Promotion review committee, Rebecca Plante, Department of Sociology (member)
- 2017 Mid-point review committee, Katherine Cohen-Filipic, Department of Sociology (member)
- 2016 Second-year review committee, Joslyn Brenton, Department of Sociology (member)
- 2015 Second-year review committee, Phoung Nguyen, CSCRE (chair)
- 2015 Second-year review committee, Jessica Dunning-Lozano, Department of Sociology (member)

## **SERVICE TO STUDENTS**

### ***TEACHING AND MENTORING***

- 2017-2019** BOLD Women's Leadership Network, faculty mentor
- 2010-present** *Poder*, Latinx Student Association, advisor
- 2013-present** Martin Luther King Scholar Program, mentor
- 2010- 2011** Human Resources Mentorship Program for Students of Color, mentor

**2008-2012** Sisters-2-Sisters student group, advisor

### ***SERVICE TO STUDENT GROUPS***

- 2016** “Women’s Empowerment & Beauty Panel,” discussion. Organized by students in Health Promotion, Ithaca College.
- 2010** “Battle of the Icons,” Presented by the Caribbean Student Association (moderator).
- 2009** Facilitated discussion/presented at “No Choice!”: Forced Sterilization of Women of Color, with Dr. Shewanee Howard and Dr. Paula Ioanide. Organized by *Poder*, Latino Student Association, Ithaca College. September 24.
- 2008** Facilitated discussion on the state of housing in New Orleans, Mississippi and Texas after Katrina and Rita, as part of the “Our Folk” national tour. Cornell University, March 27.
- 2007** Facilitator, “Who is Really Racist?,” a public discussion on racism on University of Georgia Campus

### ***THESIS COMMITTEES***

- 2020** Committee member, graduate thesis. “Exploring Behaviors and Challenges Historically Black College and University Athletes Experience,” by Meshala Morton. M.A., Sports Psychology, Ithaca College.
- 2019** Committee member, graduate thesis. “Female African American student Athletes’ Experiences with Microaggressions and Perceptions of Body Image,” by Jessica Jones. M.A., Sports Psychology, Ithaca College.
- 2007** Committee member, undergraduate honors thesis. Enbar Toledano, University of Georgia.
- Committee member, undergraduate honors thesis. Brian Levy, University of Georgia.

### **SERVICE TO COMMUNITY**

- 2020** Task Force to Reinvent Public Safety in the City of Ithaca, Member
- 2018-present** Co-Chair, Workforce Diversity Advisory Committee, City of Ithaca, NY
- 2012-present** Dorothy Cotton Institute Steering Committee, Member
- 2008-2019** Director, Urban Mentorship Initiative (formerly Cornell Urban Mentorship Initiative).

- Spring 2010** Lansing Residential Center for Young Women, *Saturday Sistah Time*  
Volunteer and Coordinator with Sister to Sister (S2S), Ithaca College
- 2009-2012** Political Education Volunteer, Green Guerrillas  
Southern Tier Advocacy and Mitigation Project (STAMP) Board
- Spring 2008** Lansing Residential Center for Young Women, *Saturday Sistah Time*,  
Volunteer

### ***SERVICE TO PROFESSIONAL ORGANIZATIONS***

- 2019** Graduate Student Paper Award Committee, American Sociological  
Association, Section on Racial and Ethnic Minorities
- 2018** Mentoring Committee, American Sociological Association, Section on  
Racial and Ethnic Minorities
- 2016** Annual Book Award Committee, American Sociological Association,  
Section on Racial and Ethnic Minorities
- 2013- 2016** Editorial Board, *Teaching Sociology*
- 2005- 2007** Coalition for a New Georgia, member  
League of United Latin American Citizens, Georgia Chapter, member  
Latina Leadership Committee, Feminist Women's Health Center, member
- 2004-2005** Atlanta Organizing Committee for Undoing Racism, member
- 2000-2004** Co-Chair, Atlanta Organizing Committee for Undoing Racism
- 2000-2001** Undergraduate Symposium Committee Emory University, member
- 1999-2000** Resource Trainer, People's Institute for Survival and Beyond

### **PROFESSIONAL DEVELOPMENT**

**2018** Higher Education Resource Services (HERS) Leadership Institute

The HERS Institute is a competitively-selected Leadership Development Institute for women in Higher Education. Since 1976, the curriculum covers general leadership principles, higher education trends, change management, budgets and financial statements, career planning, legal issues, inclusive excellence, and fundraising. Sessions are taught by professional practitioners and leaders in their fields, as well as campus administrators. Successful completion of a HERS Institute requires participants to have the support of their Institution administration, to complete a Capstone Leadership Project related to their role at the Institution, and to engage in introspection and skill development surrounding their own leadership roles and identity as a leader. As a HERS Institute Alumna, participants are connected to 5,000 alumnae across Higher Education Administration, Staff, and Faculty roles from across the U.S.

## *Appendix*

**Inclusive Search Chair Trainings 2013-present:** For the past seven years, I have been involved in developing and delivering inclusive search trainings for faculty search committees. These trainings have ranged from a five-hour workshop to several one-hour sessions. They are required for all search chairs and search Diversity Advocates in H&S. Besides developing the content, I have also been heavily involved in collecting and organizing support materials to supplement and expand participants' knowledge.

**ALANA Faculty Working Group 2015-present:** Under Dr. Roger Richardson, then-interim Chief Diversity Officer, I and the then-Director of the Center Faculty Excellence started to proactively provide opportunities for ALANA faculty/faculty of color to gather and build social networks. We also started to brainstorm and plan programming to focus on the needs of faculty of color (e.g., writing groups and retreats, funding for professional travel, etc.). I ensure that these gatherings continue and that faculty of color know what resources are available.

**Early Career ALANA Faculty Writing Program Spring 2018 and Spring 2020:** Having received funding from President Collado's seed grant initiative, the Early Career ALANA Writing Program began in Spring 2018. I partnered with the Center for Faculty Excellence and the Writing Center to address one hidden mechanism that prevents faculty members from underrepresented groups from being successful – finding time to produce scholarship. Regardless of the kind of academic appointment, scholarly attainment is the single most important aspect of academic success. While this is the case for all faculty, Faculty of Color face a number of barriers to achieving scholarly success. We directly addressed “finding and protecting time to write.” I organized an orientation for 20 participants and two follow-up meetings; two off-campus writing retreats for untenured faculty of color; weekly write-ins at the Center for Faculty Excellence and a May workshop to make plans for summer writing and workshop writing ideas. We also worked with campus Writing faculty to provide feedback on participants' writing. Due to funding and time, this program was not offered in Spring 2019, but revived in 2020. In 2020 I decided to open the program to *all* faculty of color and added a third off-campus retreat and virtual writing accountability; our final writing retreat will be virtual.

### **EVERFI Diversity Equity and Inclusion Course: Customization and Implementation team 2019 – present**

I work with other Diversity, equity and inclusion experts from around the college to review and make recommendations for changes to an online student course on Diversity Equity and Inclusion that will be required for all incoming Ithaca College students. I have reviewed the course a number of times and worked with a group of students to find resources that would supplement the concepts introduced in the course and would appeal to incoming students. The committee is also responsible for making recommendations

and working with campus partners to create follow up Diversity, Equity and Inclusion programming and curriculum.

**BOLD Faculty Mentor, 2017-2019:** The BOLD Women's Leadership Network is an innovative leadership initiative across six institutions of higher education led by women presidents who have demonstrated their commitment to collaboration, innovation, diversity, and inclusion. Selected through a competitive process, BOLD scholars are undergraduate women identified students who are awarded two-year scholarships and work together in cohorts of about 7 students. Through a structured curriculum, community building retreats, and the implementation of a campus transformation project, BOLD scholars aim to leverage their own identities, strengths, and collective knowledge to positively impact social change and foster inclusive campus environments. As the faculty mentor for the inaugural cohort of BOLD scholars, I was responsible for delivering a Social Justice Curriculum and guiding them through the process of picking and executing their required transformation project. In addition to our weekly cohort meetings, I met regularly with each scholar to discuss the curriculum, transformation project updates, and individual career trajectories of each scholar.

**Campus Climate Survey Committee 2015-2017:** I served as a de facto co-chair for this committee, participating throughout the entire process to ensure that the needs of the College were being met, the survey was distributed to maximize return, and the results were distributed widely. Working with consultants Sue Rankin and Associates, once the survey was complete, I presented and led discussion for campus stakeholders and partners.

**Council on Diversity and Inclusion (CODI) 2015-2017:** CODI was a standing Provost's Committee created in summer, 2015 as a response to student concerns about the lack of focused attention being paid to diversity and inclusion on campus. The official charge was to work with the designated campus leader for diversity and inclusion, and existing college committees to monitor, provide guidance, support, and make recommendations on all aspects of diversity and inclusion programs, policies, and practices implemented at the college. I was a co-chair of this committee from 2015-2017. We reviewed several proposals, including the external review of the Office of Campus Safety and the proposed officers' body camera policy. We also researched the reporting structure of a Chief Diversity Officer and officially recommended that the President hire a CDO. We also devised a reporting and ally structure whereby a member of the committee would help key campus partners (e.g., Vice Presidents) think through and make decisions about diversity and inclusion. The committee was eventually placed on pause.