

CURRICULUM VITAE

BRUCE E. SMAIL, M.A.
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CAREER SYNOPSIS

- **19+ years of Experience:** Higher Education (13 years), Nonprofit (3 years), Federal Government (2.5 years), and Secondary Education (1 year).
- **8 years of Senior Leadership:** Chief Executive Officer (3 years) and University Department Head (5 years).
- **13 years of Advocacy** for students of color, international students, LGBT (lesbian/gay/bisexual/transgender) students and People Living with HIV/AIDS.
- **Key Skill Areas:**
 - ❖ Management
 - ❖ Supervision
 - ❖ Human Resources
 - ❖ Student & Staff Recruitment, Retention, & Development
 - ❖ Program Development, Implementation, & Evaluation
 - ❖ Grant Writing, Implementation, Reporting, & Evaluation
 - ❖ Budget Development & Management
 - ❖ Financial Reporting
 - ❖ Federal OMB Circular A-133 Audits & Corrective Action Plans
 - ❖ Change Management
 - ❖ Strategic Planning
 - ❖ Organizational Assessments
 - ❖ Consulting
 - ❖ Coalition Building
 - ❖ Conflict Resolution
 - ❖ Technical Writing
 - ❖ Board Relations
 - ❖ Public & Media Relations
 - ❖ Marketing
 - ❖ Fundraising
 - ❖ Advocacy
 - ❖ Diversity
 - ❖ Social Justice
 - ❖ Counseling & Support Services

EDUCATION

Indiana University, Bloomington, IN
72 credits, Higher Education Administration Ph.D. Program.
August 1994 – May 1998

The College of New Jersey, Trenton, NJ
Master of Arts, Counseling and Personnel Services
August 1987

The College of New Jersey, Trenton, NJ
Bachelor of Arts, History
May 1983

PROFESSIONAL EXPERIENCE

Social Justice Consultants LLC, Washington, DC

Chief Executive Officer & Founder [6/2009 – Present]

Social Justice Consultants, LLC (SJCLLC) is a consulting agency that addresses social justice, diversity, HIV/AIDS, and LGBTQ (lesbian, gay, bisexual, transgender, questioning) issues. Manage the day to day operations of SJCLLC. Utilize QuickBooks to manage company finances. Design and maintain company's website, <http://socialjusticeconsultants.com>. Develop marketing and promotional strategies. Negotiate contracts with clients. Recruit and manage independent contractors to serve as speakers, trainers, consultants, and researchers. Designed, nurtured, and launched the concept for Social Justice Consultants as a limited liability company based in Washington, DC on July 24, 2009.

Virgin Islands Community AIDS Resource & Education, St. Croix, VI

[3 year contract position]

Chief Executive Officer [9/2005 – 9/2008]

VICARE is the largest 501(c)3 nonprofit agency in the Virgin Islands dedicated to HIV/AIDS prevention, education, and support services. Managed a \$1,500,000 budget of federal government, foundation, and donor funds. Supervised 11 staff members: two program directors, a finance director, six program coordinators, an assessment coordinator, and an administrative assistant. Supervised seven consultants leading various projects: social marketing campaign, website development, technology upgrade, community assessment, mental health/substance abuse support services, program evaluation, and audit. Recruited, interviewed, and selected all staff and contractor positions. Managed all grants including financial and programmatic reporting, mid-year and annual reports, program evaluation, and renewal applications. Facilitated two Federal Office of Management and Budget (OMB) Circular A-133 Audits, wrote corrective action plans, and addressed recommendations cited in the audit. Coordinated all fundraising efforts including the following major annual events: Tool Time, Halloween Party, A Taste for Life, and AIDS Walk. Collaborated with numerous community partners to deliver VICARE's education, outreach, support, and advocacy efforts. Negotiated and wrote memoranda of agreement with collaborative partners. Coordinated all media coverage and served as official spokesperson for the organization. Served as ex-officio member of an eight-member Board of Directors. Advocated for various HIV/AIDS concerns and clients living with HIV/AIDS.

Major Accomplishments:

- \$2,451,566 competitively won in federal and foundation grants. This included over \$325,000 in new federal funds for the organization.
- Over \$179,000 raised through donors, corporate sponsorships, events, and membership dues.
- Awarded the 2008 Nonprofit of the Year Award by the St. Croix Chamber of Commerce.
- Successfully restructured the organization including an expansion of the management team to include an additional program director, Finance Director and Assessment Coordinator.
- Increased VICARE's visibility through active use of the media, press releases, speaking engagements, and community outreach.

Bruce E. Smail, M.A. – Curriculum Vitae

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- Managed the final stages of a \$210,000 Community Development Block Grant (Housing & Urban Development) to purchase the new office building and coordinate the transition into the new office building.
- Designed and launched the first large scale HIV testing initiative on St. Croix, “Crucians Be Safe,” at the largest local event, the 36th Annual Agricultural Fair. Tested over 150 people.
- First organization on St. Croix to offer the OraQuick ADVANCE® Rapid HIV-1/2 Antibody Test for Oral Fluids. With results in 20 minutes, VICARE doubled its annual HIV tests numbers and increased HIV status notification to almost 100%.
- Created the first Founder’s Day Celebration and honored living founders and their families.

University of Colorado, Boulder, CO

Director, Gay Lesbian Bisexual Transgender Resource Center [10/2001 – 7/2004]

The University of Colorado is a public university with a campus of 31,000 students. Managed a \$250,000 fund including operational, endowment, gift, and scholarship accounts. Recruited, selected, trained, supervised, and evaluated one state classified and 12 student employees, 20 volunteers, two interns, and a .25 FTE faculty associate. Provided immediate and short-term counseling for constituents. Coordinated educational programs and services for campus. Consulted with various campus departments on GLBT issues. Advocated for GLBT students, staff, faculty, alumni, and community concerns. Developed and implemented fundraising strategies including: grant writing and reporting, nurturing potential donors, and annual letter writing campaign. Managed GLBT Resource Center's Peer Network, a partnered program with the Office of Victim Assistance's grant from the Department of Justice to reduce violence against women.

Major Accomplishments:

- Over \$132,000 raised in donations, scholarship funds, and annual fundraising appeals.
- Collaborated with the Parents Association to launch the first Parents Reception for parents and family of GLBT students.
- Created a unique partnership with Wardenburg Health Center to offer HIV Testing in the GLBT Resource Center --- the only university site outside of the Health Center to offer HIV Testing.
- Coordinated first year-long programming series, *Empowering Multiple Dimensions of Our Identities*, which addressed GLBT issues from the perspectives of race, socio-economic status/class, HIV/AIDS, ability, gender, international/national origin, and age.
- Launched first campus-wide committee for 2002 GLBT Awareness Month and successfully coordinated 40 events with 18 campus and 13 community sponsors.

United States Bureau of the Census, Suitland, MD

[2 year Term Position & Summer Positions]

Program Analyst, Decennial Contracts & Management Office [8/1998 – 9/2000]

Served as a Beta Release Manager responsible for coordinating software movement from application areas to regional and local Census sites. Developed and maintained strong partnerships with various offices associated with the release process. Attended meetings related to software development and release coordination. Documented release procedures and policies.

Developed Beta Release Manager Team's infrastructure, i.e. distribution lists, filing structures, logging systems, work flow charts, and other resources. Trained staff on new release process.

Major Accomplishments:

- Redesigned a system to move software from application areas through beta testing, security, and release to over 500 regional/local Census sites. This process as used throughout the 2000 Decennial Census and improved productivity, central coordination, accountability, and public relations.
- Received three awards for redesigning and managing the software testing and release process: Special Service Award (\$2,000), Special Achievement Award (\$1,500), and a Cash-In-A-Flash Award (\$200).

*Training Specialist, Census Administrative Management Systems
[5/1998 – 8/1998 & 5/1997 – 7/1997]*

Developed and produced documentation that supports the Census Administrative Management Systems (CAMS) implementation and operational strategy. Designed two courses: Financial Management Reports (FMR) and General Information Applications (GIA). Developed lesson plans, participant materials, and Freelance Graphics presentations. Instructed nine FMR, three Budget Management Information Systems – Position Listing, two Commerce Small Purchase Systems, and two GIA classes. Received two awards for training: Bureau of the Census On-the-Spot Award and Certificate of Appreciation with a cash award of \$750.

Indiana University, Bloomington, IN

Diversity Education Specialist, Division of Residential Programs & Services [8/1996 – 5/1998]
Coordinated diversity (race, sexual orientation, gender, age, ability, national origin, class, and religion) programming in four residential centers for over 3,500 students. Selected, trained, supervised, and evaluated eight student CommUNITY Educators (CUE). Maintained statistical data of diversity programming for the Tenth Street Area. Created and maintained email distribution lists and list serves for the CUE program. Consulted with various organizations, students, and staffs on diversity issues.

Major Accomplishments:

- Designed and coordinated the 1997-98 staff recruitment and selection process.
- Co-designed the Fall 1997 CUE staff training.

Assistant Coordinator, Division of Residential Programs & Services [8/1995 – 8/1996]

Selected, trained, supervised, and evaluated six student diversity advocates for a residence center of 600 students. Facilitated staff training activities for resident assistants and diversity advocates. Consulted with staff on center-wide diversity issues. Coordinated diversity programming within the residence center. Managed senior staff weekend duty coverage.

Major Accomplishment:

- Redesigned the diversity advocate programming model for the residence center. This redesign was replicated in a campus-wide residential program, the CommUNITY Education Program, led by three Diversity Education Specialists supervising teams of CommUNITY Educators.

Graduate Assistant, Higher Education & Student Affairs Program [8/1994 – 5/1995]
Coordinated programs for graduate students within the Higher Education & Student Affairs (HESA) program. Coordinated doctoral interview visits. Analyzed and compared enrollment trends for the entering masters' cohort. Advised the Indiana University Student Personnel Association. Represented doctoral students at the Educational Leadership and Policy Studies and HESA faculty departmental meetings. Communicated pertinent information to students and faculty within the HESA program. Coordinated the production of the *Higher Education and Student Affairs Newsletter*.

Colorado State University, Ft. Collins CO
[2 year Interim Position]

Director, Black Student Services [7/1989 – 6/1991]
Colorado State University is a public university with a campus of 27,000 students. Managed an operational budget in excess of \$105,000. Selected, trained, supervised, and evaluated 19 student, one professional exempt, and one state classified employees. Evaluated programs and services and developed strategies for improvement. Provided personal, academic, and career counseling. Administered retention programs such as a peer mentoring, new student retreats, academic monitoring, study halls, academic excellence award ceremonies and referrals. Maintained outreach activities within the Fort Collins and Denver communities with programs such as Big Brother/Big Sister and Adopt an Out-of-State Student. Developed proactive programming including a Leadership Development Series, Rap Sessions, Career Workshops, Guest Presenter Series, Martin Luther King, Jr. Week, and Black Awareness Month. Provided consultation for various campus agencies on issues affecting African-American students. Redesigned and edited *The Griot*, Black Student Services' newsletter. Improved the computer technology within the office, including word-processing and developing databases. Served on numerous faculty/administrative searches and committees for student awards/scholarships.

Major Accomplishment:

- Infused multicultural perspectives in an ethnic-specific advocacy office. This inclusive approach welcomed partnerships from various communities and created the Martin Luther King, Jr. Week and Black Awareness Month as campus-wide and community events. In honor of the multicultural changes made during my tenure at Colorado State, Black Student Services created "The Bruce E. Smail Multiculturalism Award." It annually honors the student who most exemplifies a similar commitment and passion to multiculturalism.

Boston University, Boston, MA

Coordinator for Programs & Services, Minority Affairs [7/1987 – 6/1989]
Boston University is a private university with a campus of 32,000 students. Coordinated Minority Orientation programs and activities. Selected, trained, and supervised 22 Minority Orientation Leaders. Provided advocacy and support for student leaders and over 30 minority student organizations. Designed the Leadership Development Training Series, monthly Leadership Skills Workshops, Minority Leaders Council meetings, Leadership Development Conferences, and provided consulting services. Promoted career opportunities and provided career counseling for students of color. Developed cultural programs in conjunction with Asian American Awareness Week, Latin American Awareness Week, and Black History Month. Coordinated the reorganization of the Minority Affairs' Library. Coordinated student employment including advertisement, recruitment, selection, and training. Supervised six

student Administrative Assistants. Assisted in the production and distribution of the Minority Affairs' newsletter, *The Monitor*, for over 2,500 students of color. Advised *Umoja*, the Black Student Union.

The College of New Jersey, Ewing, NJ

Graduate Assistant, Residence Programming [8/1985 – 5/1987]

The College of New Jersey is a public university with a campus of 7,000 students. Assisted in the direct supervision of the Residence Program Center staff of ten office assistants, librarians, student manager, and bookkeeper. Advised the Residence Hall Association. Coordinated The College of New Jersey's delegation to the North Atlantic Affiliate of College and University Residence Halls (NAACURH) regional conference and served as a resource person to the NAACURH Representative. Coordinated various programs for residence students including the Faculty/Student Interaction Program, International Weekend Celebration, Black History Month Bulletin Board Contest, and the Outdoor Concert.

Central High School, St. Croix, VI

Social Studies Teacher [10/1983 – 8/1984]

Taught five high school history courses. Created daily lesson plans for four U.S. History courses and one World History course. Facilitated daily class discussions, lectures, and class assignments. Evaluated student performance of approximately 140 students.

GRANT & FUNDRAISING EXPERIENCE

Competitive Grants Awarded

- \$1,373,406 (three-year federal grant) from Housing & Urban Development (HUD) Housing Opportunities for People with AIDS (HOPWA) which reflected a \$215,181 increase from the previous grant cycle. This grant provided HOPWA services on St. Croix, St. Thomas, and St. John. (VICARE, 2008).
- \$1,064,660 (five-year federal grant) from the Centers for Disease Control & Prevention, Program Announcement 08-803 which reflected an increase of \$112,040 from the previous grant PA 03-303. This grant continued the Counseling, Testing, & Referral and Street Smart programs on St. Croix. (VICARE, 2008).
- \$7,500 (estimated) from the Scrape, Paint, & Rejuvenate Program at the St. Croix Foundation. Competitive Grant covered painting costs for VICARE's new office building. (VICARE, 2007).
- \$6,000 (private foundation grant) from The Edouard Foundation. This grant supported Youth Programs. (VICARE, 2006).

Grant Management

- \$952,620 (five-year federal grant) - Centers for Disease Control & Prevention – Program Announcement 03-003 to conduct two programs: Counseling, Testing & Referral and Street Smart on St. Croix. (VICARE 2005 – 2008).
- \$2,004,790 (five-year federal grant) - Centers for Disease Control & Prevention – Program Announcement 04-064 to conduct five programs: Sistas Informing Sistas on

- Topics of AIDS, Healthy Relationships, RESPECT, Safety Counts, Comprehensive Risk Counseling Services, and Real AIDS Prevention Project on St. Croix. (VICARE 2005 – 2008).
- \$1,158,225 (three-year federal grant) - Housing & Urban Development – Housing Opportunities for People with AIDS (HOPWA) to conduct HOPWA services on St. Croix, St. Thomas, and St. John. (VICARE 2005-2008).
- \$30,000 (three-year private foundation) - Ms. Foundation to fund the Women Together for Change Program which encouraged leadership opportunities for women living with HIV/AIDS. (VICARE 2005-2008).
- \$210,000 (one-time federal grant) - Housing & Urban Development – Community Development Block Grant to purchase a new building for VICARE. (VICARE 2005 – 2007).
- \$30,000 (private donors) to fund a Youth Outreach Program on St. Croix. (VICARE 2005-2007).
- \$250,000 budget that included operational, endowment, gift, and scholarship funds generated from various grants and donors. (University of Colorado 2001-2004).

Fundraising Results

- Over \$179,000 raised in fundraising events, donors, program sponsorships, and membership dues. (VICARE 2005-2008).
- Over \$132,000 raised in donations, scholarship funds, and annual fundraising appeals. (University of Colorado 2001-2004).

UNIVERSITY TEACHING EXPERIENCE

Walk the Talk. A co-instructed, non-credit course on social justice for faculty, staff, and students. University of Colorado – Spring 2002 & Summer 2002.

Issues & Problems in Student Affairs Administration. A co-instructed, three-credit graduate course. Indiana University – Spring 1998.

Student Development Theory & Research. A co-instructed, three-credit graduate course. Indiana University – Spring 1998.

Multicultural Populations: GLBT Students. Designed and taught the first two-credit undergraduate GLBT identified course. Indiana University – Fall 1995 & Spring 1996.

Advanced Leadership. A co-instructed, three-credit undergraduate course. Colorado State University – Spring 1991.

Dynamics of Leadership. A co-instructed, three-credit undergraduate course. The College of New Jersey – Spring 1987.

RESEARCH EXPERIENCE

St. Croix Community Assessment 2007

Dr. Lucia DiMeo – Principal Investigator – St. Croix, VI. (July 2007 – September 2008)
Contracted, supervised and collaborated with Dr. Lucia DiMeo's design of a community assessment of St. Croix, Virgin Islands. A CDC-funded project, Dr. DiMeo designed a survey instrument to assess the values, beliefs, and understanding of HIV/AIDS in St. Croix, Virgin Islands. Met regularly with Dr. DiMeo to review survey design, implementation of assessment,

and results. Reviewed and discussed initial findings, provided community-sensitive feedback, and shared editorial comments.

Intergroup Interactions of African American, Asian American, & Latina/o College Students

Dr. Guadalupe Anaya – Principal Investigator – Indiana University (September 1997 – November 1997)

Participated in a team of two faculty members and two doctoral students who designed a research proposal to the National Association of Student Personnel Administrators/Ford Foundation Diversity Study. Co-wrote, reviewed, edited, and submitted a 16-page proposal.

To What Degree Does Fear of Being Labeled GLB Inhibit Four African-American American Students at Indiana University from Utilizing the Services of the GLB Office?

Dr. Linda Mabry – Faculty Supervisor – Indiana University. (January 1996 – May 1996)

Designed a qualitative case study that examined four student perspectives and wrote a 26-page report for the *Seminar: Case Study Methods* course.

Does the Learning Environment Have a Negative Effect on Gay, Lesbian, and Bisexual Graduate Students?

Dr. Frances Stage – Faculty Supervisor – Indiana University. (January 1995 – May 1995)

Designed a qualitative study that examined six graduate student perspectives and wrote a 25-page report for the *Learning and Teaching on the College Campus* course.

An Analysis of the Factors that Influence Student Choice at HBCUs: Three Studies of External and Internal Factors Affecting White Enrollments.

Dr. Don Hossler - Principal Investigator – Indiana University. (December 1994 – March 1995)

Served on a team of three doctoral students and three faculty members who studied the role of external environmental factors and institutional activities that influence the ability of Historically Black Colleges and Universities (HBCU) to attract other race students. Edited the 76-page final report. The State of Alabama funded the research and two faculty members served as expert witnesses in the *Knigh et al. v. State of Alabama* case. The final document was presented at the 1996 National Association of Student Personnel Administrators Conference.

Multicultural Influences on Learning

Dr. James McLesky – Faculty Supervisor – Indiana University. (September 1994 – November 1994)

Co-designed a qualitative study that examined eight student perspectives and co-wrote a 20-page report for the *Strategies for Educational Inquiry* course.

PARTICIPATION IN CAPACITY BUILDING TRAINING

Executive Leadership Institute (June 8-9, 2008). Centers for Disease Control & Prevention, Divisions of HIV/AIDS Prevention, NCHSTP. HIV Prevention Leadership Conference. Detroit, MI.

Board Development (September 28-29, 2007). Proceed Inc.: National Center for Training, Support, & Technical Assistance. St. Croix, VI.

- Fundamentals of Waived Rapid HIV Testing & Prevention Counseling** (September 11-13, 2007). MayaTech Corporation & Substance Abuse & Mental Health Services Administration. St. Thomas, VI.
- HIV Testing, Counseling, & Referral** (June 12-14, 2007). Centers for Disease Control & Prevention. St. Croix, VI.
- HIV 101** (June 21-23, 2007). Latino Commission on AIDS. St. Croix, VI.
- Executive Leadership Institute** (May 19-20, 2007). Centers for Disease Control & Prevention, Divisions of HIV/AIDS Prevention, NCHSTP. HIV Prevention Leadership Conference. New Orleans, LA.
- Grant Writing Institute** (January 9-12, 2007). Proceed Inc.: National Center for Training, Support, & Technical Assistance. Jersey City, NJ.
- Common Cents: A Fiscal Policies & Procedures Clinic** (July 25-26, 2006). Proceed Inc.: National Center for Training, Support, & Technical Assistance. Los Angeles, CA.
- Executive Coaching** (June 4, 2006). Elena Pell. Executive Leadership Institute. Centers for Disease Control & Prevention, Divisions of HIV/AIDS Prevention, NCHSTP. HIV Prevention Leadership Conference. Dallas, TX.
- Executive Leadership Institute** (June 3, 2006). Centers for Disease Control & Prevention, Divisions of HIV/AIDS Prevention, NCHSTP. HIV Prevention Leadership Conference. Dallas, TX.
- 2006 National Partnership Network National CBO Meeting** (May 25-27, 2006). National Minority AIDS Council's Prison Initiative. San Diego, CA.
- Border Health Foundation Summit** (March 2-4, 2006). Border Health Foundation's Migrant Project & Asian Pacific Islander Community AIDS Project. San Diego, CA.

PROFESSIONAL CONFERENCE PRESENTATIONS

- Smail, B. E. (2003). **Multiple Dimensions of Identity: A LGBT Center Perspective**. American College Personnel Association National Conference.
- Smail, B. E. & Rivera, I. (2002). **People of Color in the Movement: What Do We Need the Most?** People of Color Organizing Institute, Creating Change National Conference. National Gay & Lesbian Task Force.
- Smail, B. E., France, M., & Troche, N. (2002). **Creating Voice: Multi-racial Perspectives in Communities of Color**. Creating Change National Conference. National Gay & Lesbian Task Force.
- Jones, K. T., Rankin, S., Dean, G. A., Schoenberg, R., Smail, B. E., & Shepard, C. F. (2002). **Is It Safe to be Queer on Campus? Results of the National GLBT Campus Climate Assessment**. Creating Change National Conference. National Gay & Lesbian Task Force.
- DePercin, D., Smail, B. E., & Skolnik, A. (2002). **Fred Martinez: Intersections of Violence and Oppression**. Gots To Raise Up! People of Color Activist Institute. Boulder County Safehouse.
- Smail, B. E. (1997). **A Step Beyond: Crossing Borders – Understanding Race & Sexual Orientation**. Best Practices in Diversity Conference. The Pennsylvania State University, National Conference.
- Washington, J. E., & Smail, B. E. (1997). **Race & Sexual Orientation: Challenges and Opportunities for Lesbians, Gays, and Bisexuals of Color**. American College Personnel Association/National Association of Student Personnel Administrators, Joint National Conference.

- Hossler, D., Ramin, J., Foley, E., & Smail, B. E. (1996). **Horns of a Dilemma: Desegregating Historically Black Colleges**. National Association of Student Personnel Administrators, National Conference.
- Smail, B. E. (1996). **Coalition Building Within the Latina/o Community**. Midwest Latino Student Leadership Conference.
- Miser, K., Smail, B. E., Shang, P., Ahuna, L., Salazar, G. (1991). **Leadership Crossroads: What's Best for Serving Students of Color?** American College Personnel Association, National Conference.
- Coleman-Boatwright, P. & Smail, B. E. (1986). **Multiculturalism on a Predominately White Campus**. National Association of Campus Activities, Regional Conference.

SELECTED SPEAKING, TRAINING, & WORKSHOPS

HIV/AIDS

- Re-examining HIV Prevention in the U.S. Virgin Islands through a Social Justice Lens** (2008). Community HIV/AIDS Mobilization Project. New York, NY.
- The Importance of HIV Prevention in LGBT College Centers** (2008). New York University. New York, NY.
- Rap It Up** (2008). Panelist on Black Entertainment Television's HIV prevention program to high school students. St. Croix Educational Complex & St. Croix Central High School. St. Croix, VI.
- Living with HIV: A Personal Journey** (2008). Keynote address. University of the Virgin Islands. St. Croix, VI.
- VICARE and the Faith-Based Community** (2007). Guest Speaker. Faith-Based Conference. St. Croix, VI.
- A Call to Action – HIV/AIDS in the Virgin Islands** (2007). Workshop presentation at the Mini-Quest Conference. American Federation of Teachers. St. Croix, VI.
- Challenges of People Living with HIV/AIDS in the Virgin Islands** (2007). Panelist at the Caribbean Summit on HIV/AIDS with the Caribbean Ministers of Health and United Nations' Special Envoy for HIV/AIDS in the Caribbean. Inter-American Economic Council. St. Croix, VI.
- World AIDS Day** (2006). Panelist on HIV/AIDS. St. Croix Educational Complex. St. Croix, VI.
- World AIDS Day Silent March & Candlelight Vigil** (2006). Keynote speaker. St. Croix, VI.
- Engaging Community Understanding of HIV/AIDS on St. Croix** (2006). Guest Speaker. Rotary East. St. Croix, VI.
- The Successes & Challenges of VICARE in the Virgin Islands** (2006). Centers for Disease Control & Prevention Territorial Meeting. St. Thomas, VI.
- The Impact of HIV/AIDS on the Black Community** (2006). Keynote speaker. University of Virgin Islands. St. Croix, VI.
- The Current State of HIV/AIDS in the Virgin Islands** (2005). Guest Speaker. Rotary Mid-Island. St. Croix, VI.
- February 10, 2003: The Day My Life Changed – A Personal Journey of Living with HIV** (2005). Keynote address. DePauw University. Greencastle, IN.
- February 10, 2003: The Day My Life Changed** (2003). Keynote address on living with HIV. University of Colorado. Boulder, CO.

Lesbian, Gay, Bisexual, Transgender

Working with LGBTQQI Communities (2007). Staff training for the Women's Coalition & Virgin Islands Community AIDS Resource & Education. St. Croix, VI.

Addressing Transgender & Gender Queer Issues on Campus (2003). Human Resources. University of Colorado. Boulder. Boulder, CO.

Voices: Bisexual 101 (2002). Guest panelist for the LGBTQ Awareness Month to provide a voice for the bisexual community. University of Colorado. Boulder, CO.

Transgender 101 (2001). Staff training for the Department of Human Resources in addressing transgender employees and the newly established domestic partner benefits. University of Colorado. Boulder, CO.

An Overview of GLB Issues (1996 & 1997). Guest presentation for the *CommUNITY Educators* undergraduate course on issues of growing up gay, coming out, heterosexism, homophobia, and becoming an ally. Indiana University. Bloomington, IN.

Making GLB Issues a Priority on College Campuses (1996). Guest presentation in the *Diverse Student Population* graduate course on GLB issues in higher education. Indiana University. Bloomington, IN.

GLB Issues in Education (1995 & 1996). Guest presentation for the *Anthropology and Education* graduate course on issues that GLB students face in K-12 as well as higher education. Indiana University. Bloomington, IN.

GLB Identity Development (1995 & 1996). Guest instructor for the *Student Development Theory & Research* graduate course. Reviewed the various theories and models for GLB identity development. Indiana University. Bloomington, IN.

A GLB Imagery Exercise (1995). Guest presenter for the *Diversity Education* undergraduate course. Used guided imagery to explore issues growing up GLB. Indiana University. Bloomington, IN.

Race

GLB Issues in the Black Community (1996). Guest presentation for the Black Graduate Student Association on GLB issues within the Black community and balancing race with sexual orientation. Indiana University. Bloomington, IN.

Cultural Unity Center Film Series: Asian Pacific American LGBTQ (2002). Facilitated discussion of *Cut Sleeve* and issues within Asian Pacific American communities. University of Colorado. Boulder, CO.

Cultural Unity Center Film Series: African American LGBTQ (2002). Facilitated discussion of *A Litany for Survival: The life of Audre Lorde* and issues within African American. University of Colorado. Boulder, CO.

Black Is...Black Ain't (1998). Guest panelist for the GLB Student Support Services Office to address issues of racial identity, sexual orientation and AIDS within the Black community. Indiana University. Bloomington, IN.

All God's Children (1998). Co-facilitated workshop with the GLB Student Support Services Office in addressing the Black Church's embracement of the Gay and Lesbian community. Indiana University. Bloomington, IN.

Multiple Dimensions of Identity

Critical Voices: Examining the Multiple Dimensions of Identity (2005). Keynote address. Pennsylvania State University. State College, PA.

Balancing Multiple Dimensions of Identity within the LGBTQ Community (2002). Keynote address for the LGBTQ Awareness Month. University of Colorado. Boulder, CO.

Coalition Building

Coalition Building (1996). A workshop for residence life staff members on building coalitions within the university community. Indiana University. Bloomington, IN.

PROFESSIONAL AFFILIATIONS

Virgin Islands Community AIDS Resource & Education, Inc.

National: National Minority AIDS Council (Co-Chair, Virgin Islands National Partnership Network). **Community:** Community Planning Group; Continuum of Care; HOPWA Advisory Board, VICARE Board of Directors; World AIDS Day Committee.

University of Colorado

National: American College Personnel Association; National Association of Student Personnel Administrators; The Consortium (Strategic Planning Committee and Consortium Speaker Network Selection Committee); and National Gay & Lesbian Task Force (People of Color Organizing Institute Planning Committee). **Community:** Gots to Raise Up! People of Color Activist Institute Planning Committee, Boulder County Safehouse; Boulder Pride Celebration Planning Committee; and Cultural Pride Celebration Planning Committee, Denver. **University System:** President's Diversity Advisory Committee Member and LGBT Faculty Council. **Campus:** Chancellor's Standing Committee on LGBT Issues; Chancellor's Committee on Bias Motivated Incidents; Student Affairs Diversity Committee; Transgender & Gender Queer Environment Scan Committee; University Sexual Assault/Intimate Partner Violence Response Network; Student Affairs Staff Retreat Planning Committee; Chair, LGBTQ Awareness Month Committee; Chair, GLBT Scholarship Committee; Advisor, Delta Lambda Phi Fraternity; Advisor, CU Gay-Straight Alliance; and Advisor, Trans-Form.

Indiana University

National: National Association of Student Personnel Administrators (Chair, GLBT People of Color Collective; Network for Educational Equity & Ethnic Diversity; and Gay, Lesbian & Bisexual Network); American College Personnel Association. **Campus:** Board Member, Office of Gay, Lesbian, and Bisexual Student Support Services and Commission for the Recruitment and Retention of Non-White and Woman Faculty.

Colorado State University

National: American College Personnel Association (Newsletter Staff, Standing Committee on Multicultural Affairs). **Community:** On With the Dream Committee, Fort Collins. **Campus:** Chair, Black Faculty & Staff Caucus; Vice Chair, Minority Faculty Caucus; Connections Committee; and Multicultural Education Team.

Boston University

National: American College Personnel Association and National Association of Student Personnel Administrators. **Community:** Greater Boston Inter-University Council. **Campus:** Advisory Council for Student Government Programs.

SPECIAL RECOGNITION & ACCOMPLISHMENTS

- 2008 Non-Profit of the Year**, St. Croix Chamber of Commerce, 2008
- 2002-03 Service Recognition Award**, Chancellor's Advisory Committee on Minority Affairs, University of Colorado at Boulder, 2003
- 2002-03 Time For Our Community Award**, The University of Colorado Student Union (UCSU) and the UCSU Diversity Commission, University of Colorado at Boulder, 2003
- Recognition of Service**, Boulder County Safehouse, 2002
- Special Service Award (\$2,000)**, Bureau of the Census, Decennial Systems and Contracts Management Office, 2000
- Special Achievement Award (\$1,500)**, Bureau of the Census, Decennial Systems and Contracts Management Office, 1999
- Bureau of the Census Cash-In-A-Flash**, Decennial Operations Technical Support, Bureau of the Census, 1999
- Certificate of Appreciation (\$750)**, United States Department of Commerce, 1998
- The Commitment to Service Award**, The Office of African-American Affairs, Indiana University, 1998
- Martin Luther King, Jr. Image Award**, Black Student Union, Indiana University, 1998
- Bureau of the Census On-the-Spot Award**, CAMS Implementation Office, Financial & Administrative Systems Division, Bureau of the Census, 1997
- Outstanding Multicultural Program of the Year Award**, Committee on Multicultural Understanding, Indiana University, 1997
- Recognition of Service**, Black Student Services 20th Anniversary, Colorado State University, 1996
- Outstanding Advisor Award**, *Umoja*, Boston University, 1989
- Outstanding Young Man of America**, 1987
- Outstanding Advisor Award**, National Association of College and University Residence Halls, North Atlantic Affiliate, 1985