

## **PROFESSIONAL SUMMARY**

Visionary executive leader with significant experience in turnaround and high-paced organizations. Utilizes highly-developed analytical skills and collaborative approaches to drive organizational growth, implement best practices, and motivate staff. Proven record of strengthening institutional infrastructure while resolving multiple, complex issues. Adept at effectively building and maintaining diverse, strategic alliances.

## **WORK EXPERIENCE – Key Responsibilities:**

### **MOUNTAIN TOP VISION, LLC, Atlanta, GA**

*Chief Executive Officer, April 2016 - present*

- Organizational growth, change, policies/ procedures, leadership (diversity, equity, access, inclusion)
- Organizational change management and individual performance improvement
- Organizational strategic planning and departmental action planning
- Equity and inclusion training/ initiatives (implicit bias, anti-racism, empathy, leadership, and dialogue)
- Facilitation of community listening sessions, dialogues, and memorialization
- Improve educational efforts within formal and informal educational settings

### *Select List of Clients*

- With a focus on individual and collective transformation, I work with organizations to embrace strategic initiatives that lead to more empowered individuals and more inclusive communities.
  - Organizational growth, restructuring, policy/ procedure audits, and leadership
    - Atlanta History Center - DEAI Needs Assessment
    - Historic Virginia Key Beach Park - Organizational Needs Assessment
    - Leona Tate/ International Coalition of Sites of Conscience - Needs Assessment
  - Organizational change management and individual performance improvement
    - Atlanta History Center - Culture Change Initiative and Culture Sensitivity Trainings
    - American Outback Adventures and Events - Event Coordinator
    - Richard Allen Cultural Center - Community Engagement Needs Assessment
    - Private Client - Career Coaching (Chief Programs Officer)
    - Private Client - Career Coaching (Executive Director)
  - Organizational strategic planning and departmental action planning
    - Historic Mitchelville Freedom Park - Board Strategic Planning
    - Historic Columbia - Board Strategic Planning
    - Eastern State Penitentiary - Senior Leadership Retreat
    - James Madison's Montpelier - Education Visioning Initiative Facilitator
  - Equity and inclusion training/ initiatives
    - Conner Prairie - Opening Doors to Inclusion Advisor/ Facilitator/ Trainer
    - National Underground Railroad Freedom Center - Implicit Bias Copy-Editor
    - National Underground Railroad Freedom Center - Mandela Exhibit Copy-Editor
    - Naper Settlement - Underground Railroad Simulation Assessment
    - MASS Action - Diversity, Equity, Access Inclusion, Contributor
    - Historic Columbia - (Mann-Simons site) Interpretation, Exhibition, Programming
    - Historic Columbia - (Hampton-Preston site) Interpretation, Exhibition, Education
  - Facilitation of community listening sessions, dialogues, and memorialization
    - Explore Asheville - African American Heritage Trail Development Facilitator
    - Historic Columbia - Statehouse Grounds Monuments Listening Sessions Facilitator
    - James Madison's Montpelier - Descendants Engagement Summit Facilitator
    - The Woodlands - Interpretation/ Programming Initiative Advisor
  - Improve educational efforts within formal and informal educational settings
    - Johns Hopkins University - Adjunct Faculty
    - Georgia State University - Guest Lecturer
    - Jack Hadley Black History Museum - Education, Interpretation, Evaluation
    - Heinz History Center - Educational Program Development
    - Auschwitz Institute for Peace and Reconciliation - Lemkin Seminar Faculty
    - American Alliance of Museums - Museums and Education Analysis
    - American Alliance of Museums - MAP Education Assessment Advisor

**INTERNATIONAL COALITION OF SITES OF CONSCIENCE, New York, NY**

*Director, Methodology and Practice, March 2018 - present*

- Consulted with long-term clients; developed and led long-term trainings (5-7 long-term clients per year)
- Increased earned revenue efforts (averaged \$200,000.00 per year)
- Generated research; authored/ edited new resources for the Coalition (2-4 resources per year)
- Optimized programmatic/training initiatives for Coalition clients (5-7 short-term clients per year)
- Expanded Coalition efforts to build a global community of practice (300+ members in 65+ countries)

**NATIONAL CENTER FOR CIVIL AND HUMAN RIGHTS, Atlanta, GA**

*Director of Educational Strategies, 2014 – 2016*

- Utilized superior knowledge of key partnership development, financial management, and contract negotiations to design and implement successful, revenue-generating programs for Pre-K - 12, adult, and intergenerational audiences
- Led community outreach initiatives for formal and informal educational key stakeholders
- Engaged staff/ volunteers in internal growth strategies, leading to capacity- and constituency-building
- Developed financial plans, managed/ forecasted budgets, and led staff to exceed revenue goals
- Maintained a high skill level of donor connection, case support, and grant fulfillment
- Utilized superior written/ oral communication skills through speaking engagements and publications
- Ensured that staff and volunteers were appropriately trained in interpretive techniques, relevant content, educational theories, and contemporary trends

**NATIONAL UNDERGROUND RAILROAD FREEDOM CENTER, Cincinnati, OH**

*Director of Museum Experiences, 2012 – 2014*

*Director of Exhibitions and Visitor Experiences, 2012 - 2012*

*Director of Exhibitions and Collections, 2011 - 2012*

*Associate Curator, 2010 - 2011*

*Curatorial Fellow, 2008 - 2010*

- Maintained oversight of general operating decisions for all programmatic-related departments of the museum, including but not limited to: Exhibitions, Collections, Interpretation, School Groups, Volunteers, Content, Programs, Floor Staff, Education, and Community Engagement
- Participated in high stakes negotiations of the merger between the National Underground Railroad Freedom Center and the Cincinnati Museum Center
- Actively led staff and volunteers to ensure positive growth in morale, efficiency and effectiveness
- Utilized superior written/ oral communication skills through speaking engagements publications
- Managed major grants (US Department of Education, Kellogg, Toyota) in addition to general grants

**MT. HEALTHY HIGH SCHOOL, Cincinnati, OH**

*Resident Long-Term Substitute Teacher, 2007- 2008*

**PIKE HIGH SCHOOL, Indianapolis, IN**

*English Teacher, 2004-2006*

*JV/ Varsity Cheerleading Coach, Junior Class*

*Advisor, 2004 - 2006*

**BOARD AND VOLUNTEER SERVICE:**

- Next Generation Men & Women - Board Member, 2015, 2016, 2017, 2018, (Board Chair) 2019, 2020
- American Alliance of Museums (AAM), EdCom Leadership Committee, 2015, (Education Issues Chair) 2016, 2017, (Secretary) 2018, (Chair-Elect) 2019, 2020
- American Association for State and Local History (AASLH), Council Member, 2015, 2016, 2017, (Secretary) 2018, 2019, 2020
- Institute of Museum and Library Services, Grant Reviewer, 2011, 2013, 2014, 2015, 2016, 2017, 2019
- AAM Museums Assessment Program - MAP Education Working Group, 2019
- AAM Museums Assessment Program - MAP Reviewer, 2016, 2017, 2018
- AASLH Programs Committee Member, 2012, 2013, 2014, 2015, 2016, (Conference Program Chair) 2017, 2018
- Association of African American Museums (AAAM) Board Member (Secretary), 2015, 2016, 2017
- AAM Inclusion, Diversity, Equity, and Accessibility (IDEA) Working Group, 2017
- LGBT Institute Programming Board, 2015, 2016
- AASLH Aspirations Task Force, 2015, 2016
- AASLH Leadership Nominating Committee, 2014, 2015
- American Historical Association Local Arrangements Committee (AHA), 2015
- AAM 2015 Conference Host Committee, 2015

- AASLH President & CEO Search Committee, 2014
- Grant Reviewer, Atlanta Mayor's Office of Cultural Affairs, 2014
- Grant Reviewer, Ohio History Fund Grants, 2013
- YWCA, Racial Healing & Justice Committee, 2013
- Grant Reviewer, NEH Grants, 2013

#### **PROFESSIONAL DEVELOPMENT AND CERTIFICATIONS:**

- +Acumen Systems Practice Course, 2019
- Auschwitz Institute for Peace and Reconciliation, Organization Observer, 2015, 2016
- EXCEL, Executive Curriculum for Emerging Leaders, professional development, 2012
- YWCA, Rising Star Leadership Program, professional development, 2012
- Museum Leadership & Management, Developing History Leaders @ SHA, 2010
- American Association of Museums Diversity Fellow, 2009

#### **PRESENTATIONS AND PUBLICATIONS (PARTIAL LISTING):**

- Presenter, AASLH Conference, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019
- Contributor, "Being Inclusive and Meaning It," *Care and Keeping of Museum Professionals*, 2019
- Author, "The Activist Spectrum of U.S. Museums and Trends Toward Social Change," *Museums and Activism*, 2019
- Author, "*I AM History: The Way Public History Embraces Inclusion in Today's Social and Political Climates*," *The American Association for State and Local History Guide to Marking Public History in the 21st Century*, 2018
- Editor, *Interpreting Immigration at Museums and Historic Sites*, 2018
- Co-author, "Getting to the Heart: The Intersections of Confederate Iconography, Race Relations, and Public History in America," *Interpreting the Civil War at Museums and Historic Sites*, 2018
- Presenter, AAM Conference, 2012, 2015, 2018
- Presenter, AMM Conference, 2018
- Author, "*I AM History: The Way Public History Embraces Inclusion in Today's Social and Political Climates*," *History News*, 2017
- Presenter, SEMC Conference, 2015, 2017
- Presenter, GAMAG Conference, 2014, 2017
- Author, "Fostering Empathy: Connecting Diversity & Inclusion to our Missions," *History News*, 2016
- Co-author, "What Can Confederate Iconography Tell Us About Race in America?" *History News*, 2016
- Contributor, "Finding Inspiration Inside: Engaging Empathy to Empower Everyone," *Fostering Empathy Through Museums*, 2016
- Co-author, "The Necessity of Community Involvement: Talking about Slavery in the 21<sup>st</sup> Century," *Interpreting Slavery at Museums and Historic Sites*, 2015
- Co-contributor, article response, "Local History and the Underground Railroad," *Zen and the Art of Local History*, 2014
- Interviewee, *Leadership Matters*, 2014
- Co-author, *Overcoming Student Apathy: Motivating Students for Academic Success*, 2nd Edition, 2014
- Co-author, "Marketing the Freedom Tour: A Mobile App Case Study," 2013
- Co-author, "Making *Invisible Slavery Today Visible*," *Exhibitionist*, 2012
- Presenter, OMA Conference, 2012
- Presenter, AMM Conference, 2012
- Co-author, "Freedom: Need for Courage, Cooperation and Perseverance as the Struggle Continues," *Museums of Ideas: Commitment and Conflict*, 2011
- Co-author, *Overcoming Student Apathy: Motivating Students for Academic Success*, 2008

#### **EDUCATION:**

##### **University of Cincinnati**, Cincinnati, Ohio

- Graduate certificate, Museum Studies, 2009

##### **University of Sussex**, Brighton, England

- Masters of Anthropology of Development & Social Transformation, 2007
- Thesis: "The New Museum: Museums as Sites of Conscience"

##### **Butler University**, Indianapolis, Indiana

- Bachelor of Science, Cum Laude, Middle/Secondary (Grades 5-12) Education - English, 2004