

## CURRICULUM VITAE

# Daniello Garma Balón

Diversity & Equity Office, Burlington School District  
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## EDUCATION

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| 2004 | Ph.D. | <b>University of Maryland, College Park</b><br>Education Policy and Leadership<br>Concentration: Diversity, Teaching, and The Student in Higher Education<br><br><u>Dissertation</u> : “Racial, ethnic, and gender differences among entering college student attitudes toward leadership, culture, and leader self-identification: A focus on Asian Pacific Americans” |
| 1995 | M.A.  | <b>University of Maryland, College Park</b><br>Counseling and Personnel Services – College Student Personnel<br><br><u>Thesis</u> : “Asian/Pacific Islander Americans and cocurricular involvement in college: Acculturation, ethnicity, and gender”  |
| 1992 | A.B.  | <b>University of California, Davis</b><br>Sociology – Organizational Studies<br>Education minor   |

## TEACHING EXPERIENCE

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### *Leadership Education, Theory, and Development*

- **“Asian Pacific American leadership: Influences and issues”** (AAST 498I/EDCP 418A/EDCP 489), Instructor, three-credit course; Asian American Studies/Department of Counseling and Personnel Services, University of Maryland, College Park – Spring 2000, Spring 2004, Spring 2005, Spring 2006, Spring 2007
- **“Introduction to leadership”** (EDCP 317), Instructor, three-credit course; Department of Counseling and Personnel Services, University of Maryland, College Park – Spring 2003
- **“Leadership and group dynamics”** (EDCP 417), Instructor, three-credit course; Department of Counseling and Personnel Services, University of Maryland, College Park – Fall 1993

### *College Student Development and Higher Education Administration*

- **“College Student Development and Customer Service Management”** (EDHE 520), Instructor, three-credit course; Higher Education Administration & Organizational Management Graduate Program, School of Education, Drexel University – Winter 2009

### ***Inter-group/Intra-group Dialogue***

- **“Cultural connections across difference: Electrical and Computer Engineering graduate student dialogue initiative”** Instructor; Department of Electrical and Computer Engineering, University of Maryland, College Park — Fall 2005, Spring 2006
- **“People of Color-White intergroup dialogue”** (EDPL 298/498), Instructor, one-credit course; Department of Education Policy and Leadership, University of Maryland, College Park — Spring 2003
- **“Intra-Asian Pacific American story circle”** (EDPL 298/498/EDHI 388), Instructor, one-credit course; Department of Education Policy and Leadership, University of Maryland, College Park — Fall 2003, Spring 2008
- **“Black-Asian intergroup dialogue”** (EDPL 298/498), Instructor, one-credit course; Department of Education Policy and Leadership, University of Maryland, College Park — Fall 2002

### ***Peer Educator Training and Career Development***

- **“Guided experiences in college teaching”** (EDUC 388/EDCI 498), Instructor, three-credit course; College of Education, University of Maryland, College Park — Fall 1999
- **“Resident adviser training course”** (EDLPS 496), Lecturer/Instructor, three-credit course; Department of Educational Leadership and Policy Studies, University of Washington — Spring 1996, Spring 1997
- **“Career decision-making and planning”** (EDCP 108D), Instructor, one-credit course; Department of Counseling and Personnel Services, University of Maryland, College Park — Fall 1993, Spring 1995

### ***College Student Transition***

- **“First-year student success seminar”** (ENGL 100Y), Instructor, one-credit course; Office of the Provost, University of Maryland, Baltimore County — Fall 2001
- **“The student in the university: First-year transitions”** (EDCP 108O), Instructor, one-credit course; Department of Counseling and Personnel Services, University of Maryland, College Park — Fall 1999
- **“Academic achievement for students of color”** (EDCP 108N), Instructor, one-credit course; Department of Counseling and Personnel Services, University of Maryland, College Park — Fall 1994, Fall 1997

## **PUBLICATIONS**

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### ***Articles, Book Chapters, and Monographs***

- Balón, D. G., & Shek, Y. L. (*manuscript in progress*). Beyond representation: Confronting the new frontier for Asian American leadership. In Museus, S. D., Maramba, D. C., & Teranishi, R. T. (Eds.). *Asian Americans in higher education*. Stylus Publishing (*forthcoming*).
- Landreman, L., Edwards, K., Balón, D. G., & Anderson, G. (2008). Wait! It takes time to develop rich and relevant social justice curriculum. *About Campus*, 13(4), 2-10.
- Balón, D. G. (2005, April 26). Asian Pacific American college students on leadership: Culturally marginalized from the leader role? *National Association of Student Personnel Administrators (NASPA) NetResults*. Retrieved at <http://naspa.org/membership/mem/nr/article.cfm?id=1493>.
- Longerbeam, S., Sedlacek, W. E., Balón, D. G., & Alimo, C. (2005). The multicultural myth: A study of multicultural program organizations at three public universities. *Journal of College Student Development*, 46(1), 88-97.
- Clark, C., Bouis, G. J., Subbaraman, S., & Balón, D. G. (2004). Diversity initiatives in higher education: Social justice from classroom to community. *Journal of Multicultural Education*, 12(2), 55-59.

- Balón, D. G. (2003). *Asian Pacific American leadership development*. Leadership Insights and Applications Series #14. College Park, MD: National Clearinghouse for Leadership Programs.
- Balón, D. G. (1998). Being a prepared placement center player, *APA Stirfry*, Asian Pacific American Network of the Standing Committee for Multicultural Affairs, American College Personnel Association.
- Balón, D. G. (1994). Homeward bound, *Public Asian*, University of Maryland, College Park.

### **Organizational Reports**

- Board of Commissioners Task Force on Diversity and Equity (2011). “*Task force report on the recommended strategic plan for diversity, equity, and inclusion.*” Burlington School District, Burlington. VT.
- Balón, D. G. (2003). “*Words of Engagement: An Intergroup Dialogue Program*”: *Participant outcomes assessment report from Fall 2000-Spring 2003*. Office of Human Relations Programs. University of Maryland, College Park.
- Balón, D. G. (2002). “*Social Justice from Classroom to Community*”: *Fall 2002 program evaluation report*. Office of Human Relations Programs. University of Maryland, College Park.
- Balón, D. G. (1994). College Student Personnel graduate student needs assessment results, Department of Counseling and Personnel Services, University of Maryland, College Park.

## **PROFESSIONAL EXPERIENCE**

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**Nov. 2008 – present**

### **Director of Diversity & Equity**

Burlington School District  
Burlington, VT

Establish and lead Diversity & Equity Office for Burlington School District that serves over 3900 PK-12 students and employs 415+ faculty and 500+ administrative, specialist, support, and community staff. Support, implement, and advocate for district policies and interventions that promote a culturally responsive, equitable educational environment. Provide professional development opportunities and resources on diversity awareness, cultural competence, and social justice and inclusion. Coordinate and implement educational programs such as *Reading to End Racism*, *Cultural Diversity Series*, and classroom presentations. Supervise staff to administer district-wide English Language Learner (ELL) teacher program and Bilingual/Bicultural Home School Liaison program. Create annual *Champions of Diversity & Equity* recognition program and awards ceremony. Supervise AmeriCorps\*VISTA and AmeriCorps\*State staff members to develop new classroom curriculum initiatives such as *Equity Resource Center*. Initiate and facilitate *Courageous Conversations about Race* learning communities in schools and among administrators. Co-create district-wide Statement of Commitment to Diversity & Equity. Co-contributor to *Task Force Report on Diversity, Equity, and Inclusion* unanimously passed by School Board. Serve as system-wide student human rights compliance officer and coordinate harassment/bullying prevention and notification protocols. Outreach to and collaborate with parents, community-based organizations, and government agencies at local, state, and federal levels.

### **Equity Officer for Employment and Retention** (appointed January 2010)

Establish and direct district-wide Equity Office for Employment and Retention, resulting in district’s most racially/ethnically diverse qualified candidate pools for principal and teacher searches. Conceptualize, establish, and chair *Equity Council*, a representative body of school district representatives responsible for supporting the recruitment and retention approaches to ensure a diverse and culturally competent workforce. Provide cultural bias reduction training workshops to school-based search committees. Develop innovative short- and long-term recruitment, hiring, and retention strategies and incentives. Create affirmative recruitment documents.

**Nov. 2008 – present**      **Adjunct Faculty**  
Higher Education Administration & Organizational Management Graduate Program  
School of Education  
Philadelphia, PA

**May 1991 – present**      **President, Barkada Consulting Network, LLC**  
**Independent Consultant, Speaker, and Facilitator (sole proprietor)**  
Shelburne, VT and Silver Spring, MD  
<http://www.BarkadaConsulting.net>

Provide consultation services and speeches for agency leaders, not-for-profit boards, colleges, elementary school systems, community- and faith-based organizations, Fortune 500 companies, and youth groups on topics such as: diversity awareness, social justice, intergroup dialogue, cross-cultural leadership and social change, trainer/facilitator effectiveness, leadership styles, organization development, group dynamics, and teambuilding. Extensive experience in leading teacher training and development programs that have served diverse groups across the country including PK-12 administrators, college faculty, engineering graduate teaching assistants, student affairs professionals, and college student peer educators and resident advisors. Expertise in intersections of leadership, social justice, and organizational change. Qualified to administer Myers-Briggs Type Indicator®. Facilitator with *CQ Associates*, a Vermont-based training collective committed to cultural competency and social justice work with local and regional organizations since 2010.

**Jan. 2008 – Nov. 2008**      **Adjunct Faculty Fellow**  
Asian American Studies Program, Undergraduate Studies  
University of Maryland, College Park, MD

**July 2006 – Nov. 2008**      **Director, Office of Multicultural Involvement & Community Advocacy**  
**Associate Director for Multicultural Advocacy and Programs**  
Adele H. Stamp Student Union—Center for Campus Life  
University of Maryland, College Park, MD

Established and directed Office of Multicultural Involvement & Community Advocacy [MICA] that served needs of historically marginalized student populations and 90+ identity-based, cultural-interest, Greek, and advocacy student organizations. Served on Adele H. Stamp Student Union leadership team for 350 employees in student-centered organization. Jointly prioritized and allocated \$13 million student fees- and revenues-based budget to department units and functions. Initiated and oversaw MICA programs that promoted culturally centered student involvement and leadership development. Selected, supervised, and motivated team of 14 highly skilled professional, graduate, and undergraduate staff members. Managed \$475,000 MICA Office personnel and operating budget. Initiated first ever Diversity Directors working group to coordinate campus-wide diversity-centered priorities. Provided multicultural education and training consultations to campus and community constituents.

**July 2004 – July 2006**      **Director of Graduate Academic and Student Affairs**  
Department of Electrical and Computer Engineering  
University of Maryland, College Park, MD

Oversaw Graduate Studies Office that served 500+ graduate students, ~100 faculty, and ~1200 applicants annually. Supervised 6 staff members in fast-paced, time-sensitive academic work setting. Initiated comprehensive graduate recruitment, marketing, and admissions activities for nationally ranked department. Managed administration and planning for graduate course registration and scheduling. Directed and implemented graduate teaching assistant and fellowship selection, training, and development programs. Developed highly popular engineering cross-cultural dialogue program for graduate students. Advised current and prospective students on academic, social, career, and international visa issues.

- July 2002 – July 2004**      **Intergroup Dialogue/Diversity Evaluation and Assessment Specialist**  
Office of Human Relations Programs  
University of Maryland, College Park, MD
- Coordinated, evaluated, and facilitated undergraduate *Words of Engagement* Intergroup Dialogue Program seminars. Implemented student marketing and outreach campaigns resulting in nearly 200% participation increase. Conducted customized diversity training sessions, organizational assessments, and sustained diversity dialogues. Co-developed and co-coordinated inaugural *Social Justice from Classroom to Community* workshop series. Initiated and conducted multicultural office evaluation and assessment program and marketing focus groups.
- July 2000 – July 2002**      **Assistant Director for Leadership and Involvement Programs**  
Office of Student Life, Division of Student Affairs  
University of Maryland, Baltimore County, Catonsville, MD
- Provided office leadership, strategic planning, and administration during unprecedented transition. Supervised 5 professional and paraprofessional staff members in dynamic work environment. Directed leadership education, student involvement, student media, multicultural advocacy, community service learning, and Greek Life programs. Initiated *Leadership@UMBC*, a comprehensive leadership education program. Reversed budgetary shortfalls and dysfunctional operations of student-run weekly campus newspaper. Managed office technologies, including computer network, copier systems, phones, and website.
- July 1999 – July 2000**      **Coordinator, First-Year Seminar Programs and Research**  
Orientation Office  
University of Maryland, College Park, MD
- Recruited, selected, and trained teaching assistants for campus-wide first-year student transition course program. Co-coordinated, recruited, and supported faculty for 90+ sections of EDCP 1080/UNIV 100 courses. Planned, implemented, and evaluated faculty and teaching assistant summer training institutes. Directed quantitative and qualitative program research initiatives.
- Nov. 1997 – July 1999**      **Project Director/Training Specialist**  
National Service Training and Development Project  
Cooperative Agreement with the Corporation for Community and National Service  
MOSAICA, The Center for Nonprofit Development and Pluralism, Washington, DC
- Managed \$350,000 federally funded cooperative agreement to provide technical support to AmeriCorps/Corporation for National and Community Service programs. Developed, scheduled, publicized, and implemented up to 5-day interactive member development train-the-trainer seminars at various sites nationally. Created and edited user-friendly education and training materials including newsletters and manuals. Facilitated focus groups and program evaluations for AIDS/HIV prevention and treatment agencies. Provided organizational development assistance and training for non-profit community-based organizations.
- Aug. 1995 – June 1997**      **Resident Director**  
Department of Housing and Food Services  
University of Washington, Seattle, WA
- Supervised, selected, and trained a Graduate Assistant, 16 Resident Advisors, and 3 Office Assistants. Facilitated community and personal development of 800 multi-ethnic college students in traditional high-rise residence hall. Coordinated administrative hall functions including room assignments and closing procedures. Interpreted departmental and University policies as primary hearing officer in judicial review system. Developed and managed \$7500 operations budget and \$400

weekly revenue from on-site nighttime café. Served on 24-hour on-call duty response team, accommodating 4000+ on-campus residents and guests.

**June 1994 – July 1995**

**Program Advisor, Student Entertainment Enterprises Productions**

Office of Campus Programs  
University of Maryland, College Park, MD

Advised undergraduate student programmers in implementing diverse large-scale campus and community events. Directed campus multicultural programming board, responsible for student fee-based \$45,000 budget.

**June 1994 – July 1995**

**Coordinator, Student Parking Appeals Office**

Judicial Programs Office  
University of Maryland, College Park, MD

Supervised 2 Assistant Coordinators and 11 student board members. Trained and coordinated staff efforts in the judicial processing of 1200+ student cases a month.

**May 1993 – Aug. 1993**

**Assistant Manager**

Summer Conferences and Department of Resident Life  
University of Maryland, College Park, MD

Supervised, selected, and trained 2 Hospitality Supervisors and 15 Hospitality Assistants. Coordinated the delivery of quality services through a 24-hour desk, serving 1500 visitors. Managed distribution of room keys and supervised completion of nightly key audits.

**July 1992 – June 1994**

**Resident Director**

Department of Resident Life  
University of Maryland, College Park, MD

Supervised, selected, and trained 7 Resident Assistants. Facilitated community and personal development of 430 multi-ethnic college students in suite/apartment on-campus living complex. Coordinated administrative hall functions including room sweeps and closing procedures. Served as primary hearing officer and peer review advisor for policy and University violations. Designed and implemented “Mattering” theory-based staff training and development interventions. Provided 24-hour on-call duty for approximately 3500 residents.

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## **ADDITIONAL WORK EXPERIENCE**

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**May 2000 – July 2000**

**Doctoral Intern**

Office of Student Life  
University of Maryland, Baltimore County, Catonsville, MD

**July 1997 – Nov. 1997**

**Retention Coordinator**

Office of Multiethnic Student Education  
University of Maryland, College Park, MD

**Apr. 1997 – June 1997**

**Multicultural Affairs Intern**

Office of Minority Affairs  
University of Washington, Seattle, WA

**Aug. 1994 – May 1995**

**Academic Advisor**

Advise 5 Program  
Division of Letters and Science  
University of Maryland, College Park, MD

May 1994 – Aug. 1994	<b>Office Graduate Assistant</b> Department of Counseling and Personnel Services University of Maryland, College Park, MD
Sept. 1993 – Dec. 1993	<b>College Counseling Intern</b> Counseling Center University of Maryland, College Park, MD
June 1993 – Aug. 1993	<b>Graduate Intern</b> Office of Commuter Affairs University of Maryland, College Park, MD

## PANELS

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- **“The power of white racial identity,”** Channel 17, Burlington, VT – October 2011
- **“AmeriCorps\*State *We All Belong* request for funding proposals orientation: A focus on cultural competence,”** Center for Community and Neighborhoods, Burlington, VT – February 2010
- **“Diversity & equity in education in Vermont: Racial inequities in today’s educational environment,”** Conversations on Race Now, Colchester, VT – September 2009
- **“To pursue or not pursue a doctorate,”** Asian Pacific American Network, American College Personnel Association, Conference Call Panel Discussion – July 2009
- **“Social Equity Investment Project: Spotlight on ethnic and cultural diversity in Burlington, Vermont,”** *Live@5:25 Talk Television*, Channel 17, Burlington, VT – March 2009
- **“Multiple identities: Privilege and oppression within and across the Asian Pacific American experience,”** Department of Counseling and Personnel Services/Asian American Studies Program (*Asian Pacific American Leadership: Issues and Identity* course), University of Maryland, College Park, MD – March 2008
- **“Multicultural competence, theory, and practice in student affairs,”** Department of Counseling and Personnel Services (College Student Personnel graduate program – *Multicultural Practice in Student Affairs* course), University of Maryland, College Park, MD – November 2007
- **“Hyphenation: Examining the American practice of disjointed cultural identification,”** Adele H. Stamp Student Union Art Gallery podcast recording, University of Maryland, College Park, MD – October 2007
- **“The end of the model minority myth: Asian American reflections in the aftermath of the Virginia Tech tragedy,”** Public forum and panel discussion, University of Maryland, College Park, MD – May 2007
- **“Assessment of multicultural programs: Team project evaluations and reflections,”** Department of Counseling and Personnel Services (College Student Personnel graduate program – *Assessment in Student Affairs* course), University of Maryland, College Park, MD – May 2005, May 2007
- **“Leadership for diverse populations,”** Department of Counseling and Personnel Services (College Student Personnel graduate program – *Leadership Development in Higher Education* course), University of Maryland, College Park, MD – March 2006, March 2007
- **“Multicultural competence, theory, and practice in student affairs,”** Department of Counseling and Personnel Services (College Student Personnel graduate program – *Multicultural Practice in Student Affairs* course), University of Maryland, College Park, MD – November 2005, November 2006
- **“Future of leadership studies and leadership education,”** Department of Counseling and Personnel Services (College Student Personnel graduate program – *Leadership Development in Higher Education* course), University of Maryland, College Park, MD – May 2004, May 2005
- **“Reflections on the dissertation,”** Department of Education Policy and Leadership (Higher Education Administration graduate program – *Dissertation Writing Seminar*), University of Maryland, College Park, MD – November 2004

- **“Pedagogical practices that promote students of color,”** Graduate Colloquium Series, Consortium on Race, Gender, and Ethnicity, University of Maryland, College Park, MD — April 2004
- **“Teaching to transform: Intergroup dialogue as a cutting-edge teaching strategy in all disciplines,”** Faculty Research Forum, Campus-wide Diversity Initiative, University of Maryland, College Park, MD — March 2004
- **“College Student Personnel alumni reflections,”** Department of Counseling and Personnel Services (College Student Personnel graduate program – *Introduction to College Student Personnel* course), University of Maryland, College Park, MD — December 2000, December 2002, December 2003
- **“Facilitator perspectives on the intergroup dialogue experience,”** Office of Human Relations Programs Evaluation Retreat, University of Maryland, College Park, MD — October 2003
- **“Through the looking glass: A conversation between immigrant and native born Asian Americans,”** President’s Commission on Ethnic Minority Issues — Cross Cultural Dialogue Series, University of Maryland, College Park, MD — April 2003
- **“Student affairs as a career: Information workshop,”** Maryland College Personnel Association East Coast Graduate School Conference, University of Maryland, Baltimore County, MD — October 2001
- **“Handling APA racism at the University of Maryland,”** Asian American Student Union Executive Board Spring Conference, University of Maryland, College Park, MD — February 2000
- **“Experienced EDCP 1080/UNIV 100 faculty reflections,”** First-Year Seminar Faculty Training Institute, Department of Orientation, University of Maryland, College Park, MD — August 1999
- **“Developmental college: Team project evaluation and reflections,”** College of Education and Human Services – Department of Counseling (College Student Personnel graduate program), Shippensburg University, Shippensburg, PA — November 1997
- **“New professionals: Successful transitions in student affairs,”** American College Personnel Association and National Association of Student Personnel Administrators Joint Conference (*refereed session*), Chicago, IL — March 1997
- **“Diversity perspectives: Introduction to multicultural studies,”** Department of Education, Shoreline Community College, Shoreline, WA — 1996
- **“Asian Pacific Americans in college: Student development and transition issues,”** New Professional and Graduate Staff Training, Department of Resident Life, University of Maryland, College Park, MD — July 1995
- **“Graduate student research in college student affairs,”** Departmental Community Meeting, Department of Counseling and Personnel Services, University of Maryland, College Park, MD — March 1995
- **“Asian Americans at the University of Maryland: Who we are,”** New Professional and Graduate Staff Training, Department of Resident Life, University of Maryland, College Park, MD — July 1994

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## **PRESENTATIONS** (+ *designates refereed, otherwise invited; \* designates co-presented/co-facilitated*)

- **“Effective leadership and communication: Diverse leadership styles in the workplace,”** Guest lecture/presentation, Training Interns & Partnering for Success (TIPS) program, Milton High School, Milton, VT; Burlington High School, Burlington, VT; Essex High School, Essex, VT — October, November 2011
- **“Leadership: Power, cultural competence, and social justice,”** Guest lecture, College of Education and Social Services (*HDFS 295: Leadership*, undergraduate course), University of Vermont, Burlington, VT — September 2011
- **“Pinocchio’s dilemma: *Banishing the invisible strings of unconscious bias*,”** Program presentation (offered twice), Vermont Supreme Court Justice for Children Task Force – Back to School Conference, Fairlee, VT — September 2011 (\*)

- **“Affirmative recruitment and hiring: Reflections from the Burlington School District,”** Plenary session, Vermont Human Resources Association Summit, South Burlington, VT — June 2011
- **“Professional approaches for school and teaching for English language learners,”** Session facilitation, Committee for Diversity Initiatives – College of Education and Social Services symposium, University of Vermont, Burlington, VT — February 2011 (\*)
- **“Diversity and equity in curriculum and leadership: Preparing K-12 education leaders for integrating diversity into leadership practice,”** College of Education and Social Services (*Instructional Leadership* graduate course), University of Vermont, Burlington, VT — July 2010
- **“Diversity and equity in K-12: Issues, challenges, and initiatives,”** College of Education (Multiculturalism and Education: EDUC 318/618 course), Bucknell University, Lewisburg, PA — April 2010
- **“Leadership and communication: Diverse communication and leadership styles in the workplace”** Guest lecture/presentation, Training Interns & Partnering for Success (TIPS) program, Burlington High School, Burlington, VT — March 2010
- **“Gender and family dynamics for English language learners,”** Session facilitation, Committee for Diversity Initiatives – College of Education and Social Services mini-conference, University of Vermont, Burlington, VT — February 2010 (\*)
- **“Leadership and identity in educational settings: A social change model of leadership,”** College of Education and Social Services (*Masters/Doctoral Seminar: Organizational Leadership* graduate course), University of Vermont, Burlington, VT — November 2009
- **“Identity in the classroom: Intersections and explorations of identity, curriculum, power, and pedagogy,”** College of Education and Social Services (*Curriculum Leadership in Educational and Social Services Agencies* graduate course), University of Vermont, Burlington, VT — November 2009
- **“Leadership and communication: Diverse communication and leadership styles in the workplace,”** Guest lecture/presentation, Training Interns & Partnering for Success (TIPS) program, Essex High School, Essex Junction, VT — September 2009
- **“Diversity, leadership, and cultural competence: Striving towards being caring and responsive to our student and staff diversity?”** Site staff orientation and training session, Burlington AfterSchool, Burlington, VT — August 2009
- **“Do you see what I see: What do we see in the multiracial-multicultural mirror?”** Conference session, United Church of Christ Annual Meeting, Lyndonville, VT — May 2009
- **“New Americans project: Increasing cross-cultural literacy and competence through service learning,”** 7<sup>th</sup> and 8<sup>th</sup> Grade Classes, Edmunds Middle School, Burlington, VT — March 2009
- **“Diversity and community: Building unity from our diverse perspectives,”** Gemstone Living and Learning Program – GEMS 100 (Freshman Honors Colloquium) guest presentation, University of Maryland, College Park, MD — October 2008
- **“Reflecting on culture: Social categories that influence American self-identification,”** Tunghai in Washington Program Guest Lecture – Maryland English Institute, University of Maryland, College Park, MD — July 2008 (\*)
- **“Showing up authentically: Leading diversity and teambuilding discussions and classes,”** Gemstone Living and Learning Program – GEMS 100 (Freshman Honors Colloquium) Section Leader Facilitator Training, University of Maryland, College Park, MD — April 2008
- **“Asian Pacific Americans and leadership development: Myth or reality in higher education,”** Department of Counseling and Personnel Services/Asian American Studies Program (*Asian Pacific American Leadership: Issues and Identity* course), University of Maryland, College Park, MD — April 2008
- **“On leadership: Asian Pacific Americans, Filipino Americans, and lost Americans,”** Asian American Studies Program (*Filipino American History and Biography* course), University of Maryland, College Park, MD — March 2008

- **“Latino leadership development: A Freireian approach,”** Department of Counseling and Personnel Services (*Latino Leadership* course), University of Maryland, College Park, MD – February 2008
- **“Beyond being nice: Infusing multicultural perspectives into advising students,”** Undergraduate Advising Conference, University of Maryland, College Park, MD – August 2007 (+, \*)
- **“The changing face of leadership education: Bridging history, community, and identity,”** Maryland Student Affairs Conference, College Park, MD – February 2007 (+, \*)
- **“Teaching strategies for engineering TAs,”** Graduate Teaching Assistant Orientation Conference, Center for Teaching Excellence, University of Maryland, College Park, MD – August 2006 (\*)
- **“Leadership development: Cultural construction and racial identity factors for Asian Pacific American college students,”** Major Speaker presentation, National Conference on Race and Ethnicity in American Higher Education, Chicago, IL – June 2006 (\*)
- **“4DOFYE: Doing diversity dialogues during orientation and the first year experience,”** National Conference on Race and Ethnicity in American Higher Education, Chicago, IL – June 2006 (+, \*)
- **“Social justice educator competencies in student affairs: Considerations in advancing social justice education,”** National Conference on Race and Ethnicity in American Higher Education, Chicago, IL – June 2006 (+, \*)
- **“Where have all the Asian Pacific American leaders gone: A conversation on leadership at Maryland”** Asian Pacific American Heritage Month presentation, University of Maryland, College Park, MD – April 2006 (\*)
- **“Building the ideal TA: A case study of an effective, discipline-specific teaching assistant training program,”** Lilly-East Conference on College and University Teaching, Newark, DE – April 2006 (+, \*)
- **“Social justice educator competencies: Advancing social justice in student affairs,”** Pre-conference workshop, National Association of Student Personnel Administrators Annual Conference, Washington, DC – March 2006 (+, \*)
- **“The graduate student recruitment *Tipping Point*: Student affairs and public relations collaborations,”** National Association of Student Personnel Administrators Annual Conference, Washington, DC – March 2006 (+, \*)
- **“Equity and leadership,”** Department of Education Policy and Leadership (Higher Education Administration graduate program – *Equity, College Choice, and Access* course), University of Maryland, College Park, MD – February 2006
- **“Focus groups: An introduction to a qualitative research method,”** Gemstone Program Research Project, University of Maryland, College Park, MD – October 2005
- **“Leadership for Asian Pacific American college students: Are they culturally marginalized from the leader role?”** Counseling Center Staff and Campus Research and Development Session, University of Maryland, College Park, MD – September 2005
- **“Teaching strategies for engineering TAs,”** Graduate Teaching Assistant Orientation Conference, Center for Teaching Excellence, University of Maryland, College Park, MD – August 2004, August 2005 (\*)
- **“4DOFYE: Doing diversity dialogues during orientation and the first year experience,”** National Conference on Race and Ethnicity in American Higher Education, Miami, FL – June 2004 (+, \*)
- **“Leadership development: Cultural construction and racial identity factors for Asian Pacific American college students,”** National Conference on Race and Ethnicity in American Higher Education, Miami, FL – June 2004 (+, \*)
- **“Social justice and civic engagement program initiatives at the University of Maryland,”** Poster session, American Association of Higher Education Summer Academy, Snowbird, UT – July 2003
- **“Students creating change through campus coalitions,”** Plenary session, American Association for University Women National Conference for College Women Student Leaders, Providence, RI – June 2003 (\*)

- **“Asian Pacific Americans, leadership development, and social change: Effectively serving students on college campuses,”** National Conference on Race and Ethnicity in American Higher Education, San Francisco, CA — May 2003 (+, \*)
- **“The multicultural myth: A study on climate in three multicultural organizations,”** National Conference on Race and Ethnicity, San Francisco, CA — May 2003 (+, \*)
- **“Filipino American leadership development in college: A model for empowering individual growth and organizational effectiveness,”** Filipino Intercollegiate Networking Dialogue, Inc., National Conference, University of Maryland, Baltimore County, Catonsville, MD — March 2003
- **“Social justice bingo: Building community and developing personal awareness on social justice knowledge,”** *Social Justice from Classroom to Community* student leader retreat, University of Maryland, College Park, MD — February 2003
- **“Activism for college students: Personal vision to community action,”** *Social Justice from Classroom to Community* inaugural student leader retreat, University of Maryland, College Park, MD — November 2002 (\*)
- **“Assessing human diversity programs and services: Needs assessments focus groups,”** Office of Human Relations Programs, University of Maryland, College Park, MD — October-December 2002 (\*)
- **“It ain’t only counting beans: Assessment and evaluation for social justice education,”** Staff Training and Development Session, Office of Human Relations Programs, University of Maryland, College Park, MD — September 2002
- **“Identity labels and leadership development: Moving beyond stereotypes and towards meaningful action,”** *Leadership@UMBC* Emerging Leadership Retreat, Camp Tockwogh, Worton, MD — February 2002
- **“Student facilitator training: Tips to assess and improve peer educator facilitation skills,”** Pre-Conference Training, *Leadership@UMBC*, University of Maryland, Baltimore County, Catonsville, MD — February 2002
- **“Diversity and community: Stereotypes and leadership,”** *Leadership@UMBC* Established Leadership Retreat, YMCA Camp and Conference Center, Edgewater, MD — September, 2001
- **“Diversity and teams: Building leadership one individual at a time,”** National Forum on Service, Learning, and Volunteerism in Higher Education, College Park, MD — May 2001 (+, \*)
- **“Implementing diversity in the workplace: Beyond the numbers game,”** Student Affairs New Staff Orientation, University of Maryland, Baltimore County, Catonsville, MD — August 2001
- **“Diversity and leadership: Building teams one individual at a time,”** American College Personnel Association Annual Conference, Washington, DC — April 2000 (+)
- **“The transfer student experience: One university’s approach to understanding transfer students,”** First-Year Experience Conference, Columbia, SC — February 2000 (+, \*)
- **“College student development: Theoretical models and applications,”** First-Year Seminar Faculty Training Institute, Department of Orientation; University of Maryland, College Park, MD — August 1999
- **“Energize your volunteers effectively: Using icebreakers, energizers, and teambuilders in training and development,”** The DC Promise for Youth Summit, Washington, DC — April 1999 (+)
- **“Building strong teams and emphasizing the “learning” in member training and development,”** NorthWest Regional Network Conference: multiple sessions, Portland, OR — August 1998
- **“Designing interactive training sessions,”** America Reads Volunteer Conference, Philadelphia, PA — April 1998
- **“Voices similar yet distinct: The experience of Asian Pacific Americans,”** American College Personnel Association Annual Conference, St. Louis, MO — March 1998 (+, \*)
- **“The model minority: How myths and realities affect campus life,”** American College Personnel Association and National Association of Student Personnel Administrators Joint Conference, Chicago, IL — March 1997 (+, \*)

- **“Career development on-line: Making our way to the future,”** American College Personnel Association Annual Conference, Baltimore, MD — March 1996 (+, \*)
- **“Things that make you go *Hmmm*: Gender roles in society and in community,”** Residence Hall Community Educational Workshop, University of Washington, Seattle, WA — February 1996 (\*)
- **“Community development on-line: New challenges, great promise,”** National Association of Student Personnel Administrators Annual Conference, San Diego, CA — March 1995 (+, \*)
- **“Making the margins matter: A case study illustrating the application of theory to practice in a multicultural setting,”** National Association of Student Personnel Administrators Region II New Professionals Conference, Trenton State College, Trenton, NJ — November 1994 (+, \*)
- **“Doing leadership Yoda-style and beyond: Leadership styles for changing settings,”** Maryland High School Leadership Conference, University of Maryland, College Park — April 1994 (+, \*)
- **“Take a stand: Gender roles in the ’90s,”** Maryland High School Leadership Conference, University of Maryland, College Park — April 1994 (+, \*)
- **“Making the margins matter: A case study illustrating the application of theory to practice in a multicultural setting,”** National Association of Student Personnel Administrators Annual Conference, Dallas, TX — March 1994 (+, \*)
- **“Managing all those bowling balls: Covey’s *Seven Habits of Highly Effective People*,”** Mid-Atlantic Association of College and University Housing Officers Resident Assistant Conference, LaSalle University, Philadelphia, PA — November 1993 (+, \*)
- **“Wanted: RA for hire: Transferring resident assistant skills into a résumé,”** Mid-Atlantic Association of College and University Housing Officers Resident Assistant Conference, LaSalle University, Philadelphia, PA — November 1993 (+, \*)
- **“Just schmooze it!: An introduction to effective professional networking,”** Mid-Atlantic Association of College and University Housing Officers Resident Assistant Conference, Shippensburg University, Shippensburg, PA — November 1992 (+, \*)
- **“Competition and community: Barrier or builder in residence hall environments,”** California Association of College and University Housing Officers *Northern RAP* Conference, University of The Pacific, Stockton, CA — February 1992 (+, \*)
- **“Living on a lonely island: Effective ways of locating excluded residents to build an inclusive community,”** California Association of College and University Housing Officers *Northern RAP* Conference, California State Polytechnic University, San Luis Obispo, CA — February 1991 (+, \*)

## CONSULTATIONS AND SPEECHES

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- **“Diversity, culture, and power: Cultural competence as a prerequisite to leadership,”** Guest faculty presentation, Vermont Leadership Institute, Stowe, VT — December 2011
- **“Diversity and cultural competence: staff and leadership development,”** Professional development session, Social Security Administration, Burlington, VT — November 2011
- **“Leadership and organizational change: Shaping the path to cultural competence,”** AmeriCorps site member training session, Community and Economic Development Office, Burlington, VT — November 2011
- **“Diversity 101: Introduction to diversity and cultural competence,”** Staff development training sessions, HowardCenter, Burlington, VT — October 2011 (*and ongoing*)
- **“Leadership and organizational change: Motivating the elephant and directing the rider to cultural competence,”** AmeriCorps site member training session, Community and Economic Development Office, Burlington, VT — October 2011

- **“Effective leadership and teamwork in diverse workplaces,”** Vermont Lake Monsters Summer Work Crew, Linking Learning to Life, Centennial Field, Burlington, VT — August 2011
- **“Cultural competence and anti-racist leadership,”** Legacy Project Steering Committee, City of Burlington, Burlington, VT — July 2011
- **“Strategizing a commitment to diversity and cultural competence,”** Board of Directors orientation and training retreat session, Mundo Verde Public Charter School, Washington, DC — June 2011
- **“Cultural competence and effective leadership,”** Board of Directors retreat training session, United Way of Chittenden County, Colchester, VT — June 2011
- **“Cultural competent hiring practices,”** Executive Director and hiring manager training session, Community and Economic Development Office, South Burlington, VT — June 2011
- **“Introduction to Cultural Competence,”** Board of Directors retreat training session, Burlington City Arts, Burlington, VT — May 2011
- **“Cultural competency: Power and privilege,”** AmeriCorps site member training retreat session, Community and Economic Development Office, Burlington, VT — February 2011
- **“Breaking or embracing the bamboo ceiling?: Leadership for Asian Americans and Pacific Islanders in contemporary multicultural America,”** Asian American Cultural Center *Food for Thought* keynote speech, University of Illinois, Urbana-Champaign, IL — February 2011
- **“Beyond representation in the classroom and student life: Confronting the new frontier for Asian American leadership,”** Division of student affairs professional development training, University of Illinois, Urbana-Champaign, IL — January 2011
- **“Finding your leadership voice: Leadership development for Asian American college students,”** Student leadership development training, Asian American Cultural Center, University of Illinois, Urbana-Champaign, IL — January 2011
- **“Introduction to cultural competency,”** AmeriCorps member development training session, Vermont Housing & Conservation Board AmeriCorps, Waterbury, VT — January 2011
- **“Cultural competency: Conflict and communication,”** AmeriCorps Site member training retreat session, Community and Economic Development Office, Burlington, VT — November 2010
- **“Managing up: Supervisory training in complex multicultural workplaces,”** AmeriCorps member training session, Community and Economic Development Office, Burlington, VT — November 2010
- **“Transformational change agents: Identifying sources of power with your organization,”** AmeriCorps member and supervisor training session, Community and Economic Development Office, Burlington, VT — September 2010
- **“Myers-Briggs Type Indicator®: Leadership and cultural competence for supervisors,”** Professional staff development training for supervisors, Shelter Network, San Mateo, CA — September 2010
- **“Cultural competency: Cultural norms and organizational assessment,”** AmeriCorps Site member training retreat session, Community and Economic Development Office, Burlington, VT — August 2010
- **“Effective leadership and teamwork in diverse workplaces,”** Vermont Lake Monsters Summer Work Crew, Linking Learning to Life, Centennial Field, Burlington, VT — August 2010
- **“Cultural competency in the environmental professions,”** Rubenstein School of Environment and Natural Resources dean’s roundtable training session, Blackboard Jungle 3 Symposium, University of Vermont, Burlington, VT — March 2010
- **“Showing up’ in diversity work: Checking in on progress on the self and your organization,”** AmeriCorps Member and Supervisor mid-year retreat, Community and Economic Development Office, Burlington, VT — March 2010

- **“Myers-Briggs Type Indicator®: Leadership and cultural competence,”** Professional staff development training, Shelter Network, San Mateo, CA — March 2010
- **“Diversity and community in our Vermont: Overcoming barriers and encountering new challenges,”** Guest speaker/facilitator, First Congregational Church of Essex Junction, Essex Junction, VT — February 2010
- **“Building a professional learning community on diversity initiatives,”** Staff consultation, Orchard Elementary School, South Burlington, VT — January 2010
- **“Diversity in Vermont through the eyes of one of Vermont’s emerging anti-racist activists,”** Guest speaker, Friends in Council at Wake Robin, Shelburne, VT — December 2009
- **“Helping helpers stand up for diversity,”** Natural Helpers staff orientation retreat, Burlington High School, Burlington, VT — October 2009
- **“Conversations on diversity & equity,”** King Street Center staff development, Burlington, VT — October 2009
- **“Developing practices towards a safe, respectful, inclusive community: Confronting with care and purpose,”** Middlebury Union High School teacher training and staff development (3 sessions), Middlebury, VT — September 2009, October 2009, February 2010
- **“Public speaking and presentations on cultural adjustment issues,”** Friends of Congo, Burlington, VT — September 2009
- **“Diversity, social justice, and leadership,”** AmeriCorps\*State and \*VISTA Member and Site Supervisors training and orientation, Burlington, VT — September 2009
- **“Effective leadership and teamwork in diverse workplaces,”** Vermont Lake Monsters Summer Work Crew, Linking Learning to Life, Centennial Field, Burlington, VT — July 2009
- **“Vermont leadership within the crossroads: Cultural competence and effective leadership,”** Vermont Leadership Institute/Social Equity Scholarship Fund luncheon keynote speech, South Burlington, VT — June 2009
- **“Uprooting Racism Task Force: Diversity, racism, and, identity issues among Christian leadership”** United Church of Christ Annual Meeting plenary session, Lyndonville, VT — May 2009
- **“Diversity & pre-K-12 education in Vermont: Race, ethnicity, and the journey of finding home,”** Conversations on Race, Burlington, VT — April 2009
- **“Strengthening diversity in the classroom: An interactive session to improve teacher cultural competencies,”** Kappa Delta Pi member training, University of Vermont, Burlington, VT — April 2009
- **“Effective communication II: Diversity and teamwork in the workplace,”** Burlington School District Custodial Services staff development session, Burlington, VT — February 2009
- **“Cultural competency in student affairs practices: An interactive dialogue,”** Division of Student Affairs professional development retreat, Salisbury University, MD — January 2009
- **“Supporting parents and families in Burlington schools: Facilitated conversation and community building,”** Burlington School District Home School Liaison–Parent Involvement Coordinator joint meeting and staff development session, Burlington, VT — December 2008
- **“Uncovering biases in leadership: Examining social identity and power and their influences on leadership development,”** Peer Leadership Council staff training session, University of Maryland, College Park, MD — October 2008
- **“Self-reflection and self-action towards a diverse campus: Multicultural competence skill-building,”** University Housing Staff Pre-Fall Retreat, North Carolina State University (held at Appalachian State University), Boone, NC — July 2008

- **“Diversity through multiple social identities: Showing up for yourself, your peers, and our students,”** Academic Achievement Programs Professional Staff Orientation and Development Keynote/Presentation, University of Maryland, College Park, MD — July 2008
- **“Diversity forum for families and teachers,”** Community dialogue and facilitation, Latin American Montessori Bilingual (LAMB) Public Charter School, Washington, DC — March 2008
- **“MOSAIC 2008: Diversity and social justice leadership retreat,”** Co-led campus-wide retreat facilitation for emerging leaders, University of Maryland, Edgewater, MD — March 2008
- **“Leadership, diversity, & action: Knowing yourself and others,”** Extreme Leadership Makeover: Fall High School Leaders Conference, College of Notre Dame of Maryland, Baltimore, MD — October 2007
- **“Cultural competence and leadership through cultural lenses,”** Program Director/Staff Training and Development and Teambuilding Workshop, Shelter Network, Inc., Menlo Park, CA — July 2007
- **“Appreciating diversity: What every leader should know,”** Extreme Leadership Makeover: Spring High School Leaders Conference, College of Notre Dame of Maryland, Baltimore, MD — March 2007
- **“Social change for college student leaders serving diverse needs,”** Campus-wide 3-day Martin Luther King, Jr., Leadership Summit, University of New Hampshire, Merrowvista, NH — February 2007
- **“Finding your leadership style in a diverse non-profit environment,”** Program Director/Staff Training and Development and Teambuilding Workshop, Shelter Network, Inc., San Mateo, CA — September 2006
- **“Let’s think about training: Training design and implementation issues for session participants,”** Training of Trainers: Sexual Harassment Prevention Program, University of Maryland President’s Office and Office of Human Relations Programs, College Park, MD — August 2006
- **“The art of teaching for graduate teaching assistants,”** Department of Electrical and Computer Engineering GTA Orientation and Training, University of Maryland, College Park, MD — August 2006
- **“Team development and cultural competence: Hidden and visible identities in the workplace,”** Staff Development Training and Consultation, Genetic Alliance, Bethesda, MD — June 2006
- **“Awareness, privilege, and social change: Developing agency in oppressive organizations”** Ethnic Young Adult National Summer Internship Program, United Methodist Church General Board of Church and Society, Washington, DC — June 2006
- **“Proactive (and reactive) teaching approaches for today’s multicultural millennials,”** Faculty Symposium Keynote Address, Transforming the Freshman Year: A University-wide Program to Promote Pedagogies of Engagement, Northern Arizona University, Flagstaff, AZ — May 2006
- **“Community and team spirit for social justice educators: Organizational development and social change in the non-profit world,”** Program Director/Staff Training and Development and Teambuilding Workshop, Shelter Network, Inc., San Mateo, CA — April 2006
- **“Social change for college student leaders serving diverse needs,”** Campus-wide 3-day Martin Luther King, Jr., Leadership Summit, University of New Hampshire, Merrowvista, NH — February 2006
- **“Social justice education and intergroup dialogue facilitation training,”** *Elephant in the Room* Dialogue Program (2-day training and program consultation), Bucknell University, Lewisburg, PA — January 2006
- **“Identity, leadership, reflection, and action,”** *Leadership in a Diverse World* track — Opening and Closing Sessions, Terrapin Leadership Institute, University of Maryland, College Park, MD — October-November 2005
- **“Homelessness from charity to social justice,”** Chapel Hill (Indiana) Congregation Mission/Retreat and Planning Meeting for Senator Richard Lugar, United Methodist Church General Board of Church and Society, Washington, DC — September 2005
- **“Learning and unlearning bias, privilege, and social justice in the day-to-day of serving others,”** Program Director/Staff Training and Development and Teambuilding Workshop, Shelter Network, Inc., San Mateo, CA — September 2005

- **“Gender and the Asian Pacific American community: Privilege and discrimination,”** University of Maryland Asian American Student Union Training Retreat, Summit Lake Camp, Emmitsburg, MD — August 2005
- **“College life, career development, and graduate school preparation for Filipino American engineers,”** Banatao Undergraduate Scholarship Retreat, Asian Pacific Fund, Lake Tahoe, CA — July 2005
- **“Volunteer and participant reflection and action planning,”** Tunnel of Oppression, University of Maryland, College Park, MD — May 2005
- **“Leadership and social justice for college student leaders,”** Campus-wide 3-day Martin Luther King, Jr., Leadership Summit, University of New Hampshire, Merrowvista, NH — February 2005
- **“Facilitating effective dialogues,”** *Storytellers Dialogue* Peer Educator Orientation and Training, Arcadia University, Glenside, PA — February 2005
- **“IMPACT peer facilitator diversity training,”** 3-day Training Session, Office of Student Leadership and Multicultural Affairs, Rollins College, Winter Park, FL — October 2004
- **“Leadership and identity: Hot topics for today’s multicultural/multiracial society,”** Elizabeth Somers Women’s Leadership Program (International Development Program) Training Session, The George Washington University, Washington, DC — September 2004
- **“Diversity, leadership, and change for emerging and positional leaders,”** Campus-wide 3-day Martin Luther King, Jr., Leadership Summit, University of New Hampshire, Durham, NH — February 2004
- **“Leadership and communication: Reclaiming leadership for women leaders at Mount Vernon Campus,”** Elizabeth Somers Women’s Leadership Program (International Development Program) Training Session, The George Washington University, Washington, DC — January 2004
- **“Next steps: Organizational development, team spirit, and personal commitments,”** Department of Transportation Services (DOTS) Organizational Development Consultation and Training Session, University of Maryland, College Park, MD — January 2004
- **“Organizational development and community building among UC members,”** United Cultures Organizing Retreat Facilitation and Consultation, University of Maryland, College Park, MD — September 2003
- **“Facilitating diversity dialogues in the first-year experience: New student orientation student and faculty training seminar,”** Pluralism In Action (PIA) Diversity Institute, Georgetown University, Washington, DC — July–August 2003
- **“Towards strengthened team efficacy and effective group performance,”** The George Washington University IMAG (Interactive Multimedia Applications Group) Organizational Development Staff Retreat, Washington, DC — June 2003
- **“Inclusive teaching and learning: Faculty training seminar,”** Teaching, Learning, and Technology Summer Institute (TLTSI) Diversity Training, Georgetown University, Washington, DC — May 2003
- **“Common destinations for diversity: Creating a multiculturally competent campus community,”** Student Affairs and Academic Administrators Diversity Consultation and Workshop, Lebanon Valley College, Annville, PA — May 2003
- **“Star Power: Social class and racial diversity awareness and application,”** Jesuit Volunteers of America Member Training and Development (curriculum design consultation), PA — August 2002
- **“Diversity awareness for college peer advisors: training and development,”** University Health Services Peer Facilitator Training (two sessions), University of Maryland, Baltimore County, Catonsville, MD — September, October 2001
- **“Reflection and action planning: Taking education to the next level,”** Alexandria Volunteer Bureau Coordinator Training Conference, Alexandria, VA — September 2001
- **“Through a multicultural lens: Practicing diversity scenarios in the everyday life of an RA,”** Department of Residential Life Resident Assistant Training and Education Course, University of Maryland, Baltimore County, Catonsville, MD — September 2001

- **“Diversity awareness and focus group facilitator skill-building,”** Sub-contracted Training and Consultation for BearingPoint (formerly KPMG Consulting) Facilitators: United States Coast Guard Civil Rights Assessment Project, Lorton, VA — July 2001
- **“Pre-service orientation: diversity awareness and application,”** National Association of Student Affairs Professionals (NASAP) Student Leadership Institute, University of Maryland, Baltimore County, Catonsville, MD — May 2001
- **“Diversity at UMBC: Empowering students to change campus dialogue,”** First Annual Diversity Summit, University of Maryland, Baltimore County, Catonsville, MD — April 2001
- **“Building inclusion from within: Diversity awareness and application,”** Resident Advisor 2-Day Training Consultation, Western Washington University, Bellingham, WA — September 2000
- **“Leadership through a multicultural perspective: Diversity programming scenarios,”** Residence Hall Council Leadership Orientation and Training Retreat, Mount Vernon Campus of The George Washington University, National 4-H Center, Washington, DC — September 2000
- **“Incidents from our past and future: Diversity management through teamwork,”** Student Activities Center and Marvin Center Staff Development Consultation and Training, The George Washington University, Washington, DC — February 2000
- **“Reflecting and building on cross-cultural experiences,”** Youth for Understanding “Face of America” Program Re-Entry Orientation Session, Washington, DC — August 1999
- **“First things first: Time management for student leaders,”** University of Maryland, College Park, Asian American Student Union Leadership Retreat, George Mason University – Hemlock Overlook, VA — July 1999
- **“Creativity in the workplace: a team-centered approach,”** Career Center Staff Development Session, The George Washington University, Washington, DC — June 1999
- **“Icebreakers, energizers, and teambuilders: Making training fun (and effective),”** Alexandria Volunteer Bureau Coordinator Training Conference, Alexandria, VA — June 1999
- **“Facilitation skills: Preparing for member reflection and training activities,”** New Jersey State Commission Coordinator Training and Consultation, New Brunswick, NJ — May 1999
- **“Effective member development and volunteer training and development,”** NorthWest Regional Education Laboratory Network Meeting and 2-Day Consultation, Vancouver, WA — March 1999
- **“Preparing for member/volunteer training: Designing interactive training sessions,”** Nevada State Commission 2-Day Workshop, Boys & Girls Clubs of Nevada, Las Vegas, NV — January 1999
- **“Asian American LEAD: Youth leadership training,”** Asian American Leadership, Empowerment, And Development Youth Board of Directors Meeting, Washington, DC — December 1998
- **“Thinking globally and acting locally: Cultural diversity awareness training,”** GW Neighbors Project/Howard Project Change – AmeriCorps Member Training, Howard University, Washington, DC — November 1998
- **“U.S. territories focus: Designing interactive training sessions for diverse members,”** Corporation for National Service Program Consultation and Training Session, San Diego, CA — October 1998
- **“Indiana AmeriCorps pre-service and professional development training,”** Indiana State Commission on Community Service: 2-Day Joint Consultation with National Association for Service and Conservation Corps, Nashville, IN — August 1998
- **“Training for a strong start: Designing pre-service training sessions,”** Kansas Commission on National and Community Service: 2-Day Workshop, Dodge City, KS — July-August 1998
- **“Designing interactive training for your staff,”** National Association of Community Health Centers (AmeriCorps national program), Washington, DC — June 1998

- **“Ryan White Care Act (Title I) needs assessment for the District of Columbia Administration for HIV/AIDS (AHA): Service provider and recipient focus groups,”** Washington, DC metropolitan area (multiple sites) – June-July 1998
- **“Life after AmeriCorps: Integrating post-service/career development into member development activities,”** Florida Commission AmeriCorps Day of Training, Tampa, FL – May 1998
- **“Active training for active members,”** America Reads National 3-Day Training Workshop, Albuquerque, NM – May 1998
- **“Training members for community partnerships: DOs and DON'Ts of entering communities,”** South Carolina Commission on National and Community Service Training and Development Session and Consultation, Columbia, SC – May 1998
- **“Member/volunteer pre-service training sessions: making them interactive and fun,”** Georgia State Commission 2-Day Consultation, Atlanta, GA – April 1998
- **“Planning and designing member/volunteer training activities,”** Ohio Community Service Council 2-Day Consultation and Training Session, Columbus, OH – February 1998
- **“Member/volunteer pre-service training and orientation: Designing an effective member training and development plan,”** Mental Health Association in Texas 2-Day Pre-Service Training Conference, Brownwood, TX – January 1998
- **“Skill-building session on member/volunteer training: Designing interactive training and development sessions,”** California Governor’s Office on Service and Volunteerism 2-Day Training Session, Sacramento, CA – November 1997
- **“Asian Pacific American volunteer/mentor leadership skills training,”** Coalition of Asian Pacific American Youth Member Workshop, University of Massachusetts, Boston, MA – November 1997
- **“Managing all those bowling balls: Covey’s *Seven Habits of Highly Effective People*,”** Emerging Leaders Program, The George Washington University, Washington, DC – November 1997
- **“Valuing diversity session: Administrative staff and faculty training and development,”** Faculty/staff Awareness Building Session, University of Washington, Seattle, WA – April 1996

## **PROFESSIONAL INVOLVEMENT AND SERVICE**

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<b>Nov. 2011</b>	<b>American Express Leadership Academy Participant</b> Vermont state representative (education and non-profit sector) Corporation for National and Community Service Washington, DC
<b>Aug. 2010 – present</b>	<b>District-wide Cultural Competency Team Chairperson</b> Burlington School District Burlington, VT
<b>Mar. 2010 – present</b>	<b>Vermont Employer Diversity Network Member</b> Burlington, VT
<b>Dec. 2010 – present</b>	<b>Legacy Project Steering Committee Member</b> City of Burlington Burlington, VT
<b>Nov. 2009 – present</b>	<b>Board of Trustees Member</b> <b>Personnel Committee Member</b> HowardCenter Burlington, VT

**Aug. 2009 – Oct. 2009**      **Director of Parks & Recreation Search Committee Member**  
City of Burlington  
Burlington, VT

**Aug. 2009 – present**      **Diversity Committee Founding Member**  
Mater Christi School  
Burlington, VT

**July 2009 – Nov. 2009**      **Chevy Impala Selection Committee Member**  
Good News Garage  
Burlington, VT

**July 2009, July 2010**      ***A World of Difference* Trainer Summer Institute Participant**  
Anti-Defamation League  
Montpelier, VT

**June 2009 – present**      **Steering Committee Member**  
**Legacy Action Plan Governance Sector Specialist**  
Burlington Legacy Project – City of Burlington  
Burlington, VT

**May 2009 – present**      **Board of Directors Member**  
**Diversity Committee Member**  
**Volunteer Center Committee Member**  
**Executive Director Search Committee Member**  
United Way of Chittenden County  
South Burlington, VT

**Feb. 2009 – present**      **Board of Trustees Member**  
**Diversity Committee Chairperson**  
**Cultural Competency Team Member**  
Fletcher Free Library  
Burlington, VT

**Jan. 2009 – Mar. 2010**      **Community Development Block Grant (CDBG) Advisory Board Member**  
Mayor’s Representative  
Community and Economic Development Office, City of Burlington, VT

**Dec. 2008 – present**      **Blackboard Jungle Planning Committee Member (2009, 2010, 2011)**  
University of Vermont  
Burlington, VT

**Dec. 2008 – present**      **Diversity Action Network (DAN) Co-founder**  
Burlington, VT

**Dec. 2008 – present**      **Principal Search Committee Member**  
Burlington School District  
Burlington, VT

**Nov. 2008 – present**      ***We All Belong* Initiative Steering Committee Member**  
Center for Community and Neighborhoods  
Community and Economic Development Office  
City of Burlington, VT

**Oct. 2008**      **Myers-Briggs Type Indicator® (MBTI®) Certification**  
Otto Kroger Associates  
Fairfax, VA

**May 2008 – Oct. 2008**      **Associate Director Search Committee Member**  
Office of LGBT Equity  
University of Maryland, College Park

**Apr. 2008 – May 2008**      **CIVICUS Capstone Course Mock Interviewer/Résumé Reviewer**  
College of Behavioral and Social Sciences  
University of Maryland, College Park

**Apr. 2008 – May 2008**      **Fraternity and Sorority Life Awards Nominations Reviewer**  
University of Maryland, College Park

**Apr. 2008 – May 2008**      **LGBT Equity Scholarship Committee Member**  
University of Maryland, College Park

**Feb. 2008 – May 2008**      **La Raza Unida Award Selection Committee Co-chair**  
University of Maryland, College Park

**Mar. 2008 – Nov. 2008**      **President’s Commission on Ethnic Minority Issues (PCEMI) Co-chair**  
University of Maryland, College Park

**Feb. 2008**                      **Mock Interview Program Interviewer/Résumé Reviewer**  
Maryland College Personnel Association

**Dec. 2007**                      **Social Justice Training Institute Participant**  
Tucson, Arizona

**Sept. 2007 – Jan. 2008**      **Executive Director Search Committee Member**  
Office of Human Relations Programs  
University of Maryland, College Park

**Sept. 2007 – June 2008**      **Campus Diversity UNIV/Freshman Seminar Committee Member**  
Undergraduate Studies  
University of Maryland, College Park

**August 2007 – Nov. 2008**      **Campus Conversations Facilitator**  
Adele H. Stamp Student Union  
University of Maryland, College Park

**August 2007 – Nov. 2008**      **Terps Networking Together Mentor**  
Division of Student Affairs  
University of Maryland, College Park

**June 2007 – Nov. 2007**      **Coordinator for Leadership Curriculum Search Committee Chair**  
Adele H. Stamp Student Union  
University of Maryland, College Park

**Apr. 2007 – May 2007**      **Fraternity and Sorority Life Awards Selection Committee Member**  
University of Maryland, College Park

**Mar. 2007 – Nov. 2008**      **Campus Diversity Directors Working Group Co-creator**  
University of Maryland, College Park

**Feb. 2007 – May 2007**      **University Awards Selection Committee Member**  
University of Maryland, College Park

**Dec. 2006 – Apr. 2007**      **Maryland Day “Global Village” Committee Member**  
University of Maryland, College Park

**Oct. 2006 – Nov. 2008**      **Student Affairs Day of Service Committee Member**  
University of Maryland, College Park

**Sept. 2006 – Nov. 2008**      **Faculty/Staff Advisor, Pi Delta Psi fraternity**  
University of Maryland, College Park

**June 2006 – Sept. 2006**      **Assistant Director Search Committee Member**  
Center for Teaching Excellence  
University of Maryland, College Park

**Dec. 2005 – June 2006**      **Assistant Director Search Committee Member**  
Office of Multiethnic Student Education  
University of Maryland, College Park

**Oct. 2005 – Dec. 2005**      **Graduation Celebration Sub-Committee Member**  
Department of Electrical and Computer Engineering  
University of Maryland, College Park

**July 2005 – August 2006**      **Staff/Faculty Advisor and Dialogue Facilitator**  
Electrical and Computer Engineering (ECE) Dialogue Initiative  
Department of Electrical and Computer Engineering  
University of Maryland, College Park

**Feb. 2005 – Mar. 2005**      **Yuri Kochiyama Award Selection Committee Member**  
Office of Campus Programs  
University of Maryland, College Park

**Jan. 2005 – Mar. 2007**      **Graduate Program Admissions Committee Member**  
Department of Counseling and Personnel Services College Student Personnel Program  
University of Maryland, College Park

**Oct. 2003 – Nov. 2008**      **Co-founder and On-line Community Administrator**  
Parent-Scholar Community Group  
University of Maryland, College Park

**Oct. 2003 – Jan. 2004**      **First-Year Book Selection Committee Member**  
Undergraduate Studies  
University of Maryland, College Park

**July 2003 – June 2004**      **Campus Representative and Faculty Team Member**  
University of Maryland Summer Academy  
American Association of Higher Education

**Mar. 2003 – June 2004**      **University of Maryland, College Park, Campus Representative**  
Student Initiatives Task Force Sub-committee  
University System of Maryland Diversity Network

**Jan. 2003 – Jan. 2004**      **INTERACT Scholar**  
Intergroup Dialogue as Pedagogy Across the Curriculum (INTERACT) project  
Funded by the Ford Foundation

**Dec. 2002 – May 2004**      **Asian Pacific American Graduate Student Association Member**  
University of Maryland, College Park

**Aug. 2002 – Aug. 2003**      **Campus Diversity Researcher and Evaluator**  
Counseling Center – Testing, Research, & Data Processing Unit  
University of Maryland, College Park

**Aug. 2001 – Feb. 2002**      **Chair, The Commons Transition – Technology Transfer Committee**  
University of Maryland, Baltimore County

**Oct. 2001 – June 2002**      **Chair, Omicron Delta Kappa Reactivation Committee**  
University of Maryland, Baltimore County

**July 2001 – June 2002**      **Faculty/Staff Advisor, Thai American Student Connection**  
University of Maryland, Baltimore County

**June 2001 – June 2002**      **Faculty/Staff Advisor, Chinese Student Association**  
University of Maryland, Baltimore County

**Mar. 2001 – Sept. 2001**      **Chair, Assistant Director for Major Events Search Committee**  
University of Maryland, Baltimore County

**Aug. 2000 – June 2002**      **Multicultural Affairs Diversity Team**  
University of Maryland, Baltimore County

**Aug. 2000 – June 2002**      **Staff/Administrative Advisor, student media organizations (*The Retriever Weekly* newspaper, WMBC radio, and *Skipjack* yearbook)**  
University of Maryland, Baltimore County

**Aug. 2000 – June 2002**      **Faculty/Staff Advisor, Asian Student Connection**  
University of Maryland, Baltimore County

**Aug. 2000 – June 2002**      **Faculty/Staff Co-advisor, Filipino American Student Association**  
University of Maryland, Baltimore County

**Aug. 2000**                      **Cluster Facilitator**  
LeaderShape Institute, Inc.

**Oct. 1999 – June 2000**      **Training Facilitator**  
APA Next GenerAsian: Asian Pacific American Leadership Program  
Organization of Chinese Americans

**July 1999 – June 2000**      **Faculty/Staff Co-advisor, Asian American Student Union**  
University of Maryland, College Park

**Nov. 1998 – May 1999**      **Training/Technical Assistance Providers Cluster Diversity Facilitator**  
Corporation for National and Community Service

**Sept. 1997 – Aug. 1999**      **Layout Designer, *Linkages* newsletter**  
Maryland College Personnel Association

**Aug. 1997 – June 1998**      **Professional Career Mentor**  
Goucher College, Baltimore, MD

**July 1997 – July 2000**      **Diversity Training Circle Facilitator**  
Office of Human Relations Programs  
University of Maryland, College Park

**July 1997 – Nov. 1997**      **Faculty/Staff Co-advisor, Korean Student Association**  
University of Maryland, College Park

**Oct. 1996**                      **Grief Counselor and On-site Volunteer**  
The NAMES Project National AIDS Quilt  
National Mall, Washington, DC

**May 1996 – June 1997**      **Educational Programming Model Committee Member**  
Department of Housing and Food Services  
University of Washington

**May 1996 – June 1997**      **Resident Director Training Manual Editor**  
Department of Housing and Food Services  
University of Washington

**Jan. 1996 – June 1997**      **Campus Committee on Alcohol and Substance Abuse Awareness Member**  
University of Washington

**Feb. 1996 – June 1997**      **Valuing Diversity Training Facilitator**  
Division of Student Affairs  
University of Washington

**Nov. 1995 – June 1999**      **Co-founder and Logo Designer /Marketing Chair**  
AIDS Silent Auction to Benefit the Paul Hart Fund  
American College Personnel Association

**Nov. 1995 – Apr. 1997**      **Campus Open House Student Volunteer Coordinator**  
 Department of Housing and Food Services  
 University of Washington

**Oct. 1995 – Feb. 1997**      **Pack Forest Leadership Conference Facilitator**  
 Department of Housing and Food Services  
 University of Washington

**Aug. 1995 – June 1997**      **Staff Advisor, Rick’s Café Reopening Student Task Force**  
 Department of Housing and Food Services  
 University of Washington

**Aug. 1995 – June 1997**      **Staff Advisor, Diversity Programming Task Groups**  
 Department of Housing and Food Services  
 University of Washington

**Aug. 1995 – June 1997**      **Multicultural Awareness Planning Committee Member**  
 Department of Housing and Food Services  
 University of Washington

**Aug. 1995 – June 1997**      **Professional Development Committee Member**  
 Department of Housing and Food Services  
 University of Washington

**Aug. 1995 – June 1997**      **Resident Advisor In-Service Committee Member**  
 Department of Housing and Food Services  
 University of Washington

**Nov. 1994 – June 2006**      **Founder and Administrator, <apan@lists.acpa.nche.edu>**  
 Asian Pacific American Network on-line community  
 Standing Committee for Multicultural Affairs  
 American College Personnel Association

**Aug. 1994 – May 1995**      **Asian American Mentoring Program Mentor**  
 Office of Multi-Ethnic Student Education  
 University of Maryland, College Park

**May 1994 – May 1995**      **Chair, Graduate Student Advisory Board**  
 Department of Counseling and Personnel Services  
 University of Maryland, College Park

**May 1994 – May 1995**      **Graduate Student Representative, Curriculum Review Committee**  
 Department of Counseling and Personnel Services – College Student Personnel  
 University of Maryland, College Park

**Jan. 1994 – Apr. 1994**      **Student Employee of the Year Award Selection Committee Member**  
 Division of Student Affairs  
 University of Maryland, College Park

**May 1993 – May 1994**      **Graduate Training and Development Committee Member**  
 Department of Resident Life  
 University of Maryland, College Park

**Nov. 1992 – May 1994**      **Community Events Committee Member**  
 Department of Counseling and Personnel Services  
 University of Maryland, College Park

**Oct. 1992 – May 1994**      **Chair, Staff Coordinating and Programming Committee**  
 Department of Resident Life – South Hill Community  
 University of Maryland, College Park

**Oct. 1992 – Mar. 1993**      **Co-chair, African-American Awareness Month Committee**  
 Department of Resident Life – South Hill Community  
 University of Maryland, College Park

## PROFESSIONAL MEMBERSHIPS

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- American College Personnel Association (ACPA), member
- American Society for Engineering Education, member
- ACPA Asian Pacific American Network, electronic mailing list founder/administrator, and member
- Association of College Unions International
- Kappa Delta Pi academic honor society, inducted member
- International Leadership Association, member
- Maryland College Personnel Association, elected member-at-large
- National Association for Multicultural Education, member
- National Association of Student Personnel Administrators, member
- Omicron Delta Kappa national leadership honor society, inducted *honoris causa* member
- Society for Human Resource Management, professional member
- University of California, Davis, Asian Pacific American Alumni Association, member
- University of California, Davis, Cal Aggie Alumni Association, lifetime member

## GRADUATE STUDENT ADVISING/COMMITTEES

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Dec. 2009

Tonnetta Graham, M.A.  
Master's Co-op Defense committee/panel member  
Drexel University

## GRANTS AND AWARDS

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- Grant recipient, Anti-Racism Action Committee of the First Unitarian Universalist Society, Burlington, VT, 2011
- American Express Leadership Academy awardee, Corporation for National and Community Service and Center for Creative Leadership, Washington, DC, 2011
- Teaching grant award recipient, Center for Teaching Excellence, University of Maryland, College Park, 2005, 2006
- Distinguished Service Staff Award recipient, Department of Electrical and Computer Engineering Graduate Student Association, University of Maryland, College Park, 2005
- Award recipient, Rebecca Williams Commitment to Social Change Award, University of Maryland, College Park, 2004
- Graduate Student Distinguished Service Award finalist, University of Maryland, College Park, 2003
- Educational programming grant award recipient, Pepsi Enhancement Fund, University of Maryland, College Park, 2003
- Distinguished Teaching Assistant, Center for Teaching Excellence, University of Maryland, College Park, 2000
- Recognized professional mentor, Student Development Administration Graduate Program, Seattle University, 1997
- Research grant award recipient, Commission II: Admissions, American College Personnel Association, 1995
- Research grant award recipient, Commission IV: Commission for Student Involvement, American College Personnel Association, 1995
- Research support award recipient, Diversity Initiative, University of Maryland, College Park, 1995
- Who's Who Among Students in American Colleges and Universities, 1995

## REFERENCES

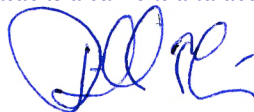
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Available upon request

*I have read the above and certify that this curriculum vitae is a current and accurate statement of my professional record.*

Date: December 9, 2011

Signature:

A handwritten signature in blue ink, appearing to be 'D. G. Balón', written in a cursive style.