

Elliott Dawes

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Educator, Higher Education Professional, and Civil Rights Lawyer

Recent Executive Chief Diversity Officer at Baruch College, The City University of New York (CUNY). Inaugural Chief Diversity Officer for Institutional Equity and Inclusion at Empire State College (ESC), The State University of New York (SUNY). ESC is the non-traditional college of the SUNY system with nearly 18,000 students, online and blended courses, 8 international sites, and 34 locations throughout New York State. Recent graduate of the Master of Laws (LL.M.) program at Columbia Law School (October 2015). Founding University Director of The City University of New York Black Male Initiative (CUNY BMI) (2006- 2014). Former Assistant Dean for Multicultural Affairs at the Hofstra University School of Law (2004-2006). A graduate of Cornell University with a degree in Government and Africana Studies (1988), subsequently earned a Juris Doctor degree from the New York University School of Law as a Root-Tilden-Snow Scholar, a Center for International Studies Junior Fellow and an editor of the *New York University Review of Law and Social Change* (1992). Upon graduation from NYU Law School, served as a Judicial Law Clerk to the Honorable Anna Diggs Taylor of the United States District Court for the Eastern District of Michigan (1992-1994), and to the Honorable Richard L. Nygaard of the United States Court of Appeals for the Third Circuit (1994-1995). Thereafter, worked as a Litigation Associate in the New York office of Weil, Gotshal, and Manges (1995-1996), and later as a Trial Attorney in the Educational Opportunities Litigation Section, Civil Rights Division, United States Department of Justice (1997-1998). As an Associate Professor in the Department of African American Studies at the John Jay College of Criminal Justice, The City University of New York (1998- 2003), taught race and law classes to undergraduates and served as a pre-law advisor. Additional experience in the New York City public school system teaching social studies classes to students enrolled in a law academy program at a large high school in Brooklyn through the New York City Teaching Fellows program (2003). Admitted to the New York State Bar, Second Department (1996).

EDUCATION EXPERIENCE

BARUCH COLLEGE, THE CITY UNIVERSITY OF NEW YORK (CUNY)

Office of Diversity, Compliance and Equity Initiatives (ODCEI), Office of the President

Executive Chief Diversity Officer (ECDO) – 8/2021 to 6/2024

- Engaged the Baruch College community as a campus diversity, equity, and inclusion (DEI) leader.
- Served as a member of the Baruch College President's Cabinet, composed of the senior leadership of the College, including the provost, vice presidents, deans, the chair of the faculty senate, and senior members of the president's office staff. The Baruch College President's Cabinet is charged with framing policy and procedures, making recommendations to the president, and effectively implementing all decisions.
- Managed the Office of Diversity, Compliance, and Equity Initiatives (ODCEI) with the cooperation of the Deputy Chief Diversity Officer and Title IX/EEO Coordinator and the Diversity and Operations Specialist
- Participated in the implementation of the City University of New York's affirmative action policies as well as other diversity, equity, inclusion (DEI) and compliance programs, activities, and initiatives for the benefit of the entire Baruch College community.
- Promoted an inclusive and supportive environment for all members of the Baruch College community, collaborating with various departments and divisions across the campus.
- Assisted in implementing Affirmative Action (AA), equal employment opportunity (EEO), and diversity policies by ensuring compliance with relevant federal, state, and local statutes such as Executive Order 11246, Title VII, Title IX, Title VI, Section 504 of the Rehabilitation Act, and the American with Disabilities Act
- Ensured College's compliance with federal, state, and city regulations and University mandates and CUNY Policies requiring prompt and equitable resolution of Title IX, affirmative action, equal opportunity, Title VI and Title VII complaints.
- Maintained ODCEI records and confidentiality of protected information.
- Managed responsibilities associated with conducting investigations and informal resolutions pursuant to CUNY policy.
- Worked closely with the other ODCEI administrators, particularly the Deputy Chief Diversity Officer and Title IX/EEO Coordinator and Diversity and Operations Specialist, in the investigation of discrimination complaints involving faculty, students, and staff in accordance with the University's Non-Discrimination Policy; and ensures the College is in compliance with all laws, rules and regulations including but not limited to Title VII, ADA, Section 504 of the Rehabilitation Act, Title IV, and Title IX
- Monitored campus climate by fostering inclusive practices and promoting respect for DEI and belonging.
- Served as the steward of a Black, Race and Ethnic Studies Initiative ([CUNY BRESI](#)) grant that Baruch College ODCEI received from the CUNY Central Administration. Funded by the Mellon Foundation, [CUNY BRESI](#) funds projects throughout the University that are dedicated to strengthening Africana/Black Studies and Latinx/Hispanic Studies and improving campus climate on CUNY campuses, particularly for underrepresented students

- Conducted DEI professional development trainings including but not limited to DEI Charge meetings for faculty and administrative search committees and discrimination prevention workshops.
- Collaborated with key CUNY and Baruch College departments and offices regarding DEI issues, EEO/OFCCP compliance, complex faculty related issues, grievances and/or complaints, including but not limited to:
 - CUNY Central Office,
 - Legal Affairs,
 - Human Resources,
 - Academic Affairs,
 - Student Affairs,
 - Public Safety,
 - Disability Services and
 - Athletics
- Worked closely with other ODCEI administrators in the preparation of internal and external reports regarding the College's equal employment opportunity and affirmative action efforts and accomplishments including the federally mandated Affirmative Action Plan.

EMPIRE STATE COLLEGE, THE STATE UNIVERSITY OF NEW YORK (SUNY Empire State College), New York, NY

09/2016 – 07/2021

Office of the President, Saratoga Springs, New York (central administration)

34 locations throughout New York State, 8 international sites, and online

Chief Diversity Officer for Institutional Equity and inclusion – 09/2019 – 7/2021

Chief Diversity Officer for Institutional Equity and Inclusion and Title IX Coordinator – 01/2017 - 09/2019

Chief Diversity Officer for Institutional Equity and Inclusion – 09/2016 - 01/2017

Appointed as the College's inaugural CDO on September 19, 2016 and named Title IX Coordinator by the President on January 23, 2017. Strategizes and collaborates with the entire college community to ensure that SUNY Empire State College maximizes the potential of its students, faculty, staff and administration. Serves as a lead administrator for all College-wide diversity, equity and inclusion efforts. Works with the president, senior administrators, and faculty mentors on the development of the College's diversity, equity and inclusion agenda and initiatives. Collaborates with diverse members of the SUNY Empire State College community in developing, executing and evaluating a comprehensive strategy that supports student success through purposeful educational opportunities, initiatives, practices and programs, as well as organizational success through employee recruitment, retention and development. Coordinates with students, faculty, staff, college committees, SUNY and external stakeholders to support and enhance the SUNY Empire State College values of pluralism, inclusion and respect.

- Wrote successive drafts and final draft of the SUNY Empire State College Diversity, Equity and Inclusion (DEI) Plan submitted to the SUNY System Administration Office of Diversity, Equity and Inclusion in October 2017 after conducting numerous focus groups and interviews with students, faculty mentors, staff members and administrators throughout the 2016-17 academic year and summer 2017.
- Convened Diversity Equity and Inclusion Council (DEIC) and Title IX Awareness and Compliance Committee in November 2017. With broad representation throughout the College and New York State, both the Council and the Committee meet monthly via Skype.
- Wrote successive drafts and final draft of SUNY Empire State College PRODiG (Promoting Recruitment, Opportunity, Diversity, Inclusion, and Growth) proposal to support faculty diversity recruitment, hiring and retention.
- Distributed weekly emails and posts weekly webpages with diversity, equity and inclusion resources to the College community.
- Developed grant proposals to support the College's diversity, equity and inclusion initiatives with the cooperation of faculty, other administrators, and the College's Office of Sponsored Programs
- Served on ESC Black Male Initiative (BMI) Steering Committee
- Works closely with the ESC BMI program and The Black Male Initiative Student Organization and other student organizations that support non-traditional, first-generation and underrepresented students.
- Participated in New Mentor Orientation for the 2017-18 and 2018-19 academic years and the Mentoring Residency for New Colleagues (New Mentor Orientation) for the 2019-20 academic year.
- Appointed by the former SUNY Vice Chancellor and Chief Diversity Officer for a two-year term to SUNY System Administration Diversity, Equity and Inclusion Council which meets quarterly in Albany, New York.
- Appointed by Empire State College President to Steering Committee for the Self-Study Process for the Middle States

THE CITY UNIVERSITY OF NEW YORK (CUNY), New York, NY
 CUNY Central Office Division of Student Affairs/Office of Academic Affairs
 University Director, CUNY Black Male Initiative (CUNY BMI)

12/2006 – 8/2014

Central administrator for University-wide program dedicated to increasing enrollment, retention, and graduation rates of students from populations severely underrepresented in higher education, specifically African, African American/Black, Caribbean, and Latino/Hispanic males. Allocated \$1.5M to \$2.5M in annual funding from New York City Council to campus-based student development projects and assisted in the distribution of CUNY BMI funds throughout CUNY.

o **Organized the following CUNY Black Male Initiative (CUNY BMI) annual conferences:**

- o **Eighth Annual Conference, York College** – Friday, October 4, 2013 – 1,029 registrants - *Race, Law and Justice*
- o **Seventh Annual Conference, The College of Staten Island** – Friday, October 5, 2012 – 647 registrants – *Rock the Vote: The Presidential Election of 2012, the Struggle for Voting Rights and the Future of Urban America*
- o **Sixth Annual Conference, Hunter College** – Friday, October 7, 2011 – 1,037 registrants including 383 CUNY students – *From GED or High School to J.D., M.D., or Ph.D.: Exposing African American/Black and Latino/Hispanic Students to Graduate and Professional School Opportunities*
- o **Fifth Annual Conference, LaGuardia Community College** – Friday, October 1, 2010 – 402 registrants – *The Politics of Progress from Abolitionist Frederick Douglass to President Barack Obama*
- o **Fourth Annual Conference, Lehman College** – Friday, October 2, 2009 – 255 attendees – *Health Disparities in Male Populations: Focus on the Health of Urban Males*
- o **Third Annual Conference, Medgar Evers College** – Friday, October 3, 2008 – 510 attendees – *African American Males and the United States Legal System*
- o **Second Annual Conference, City College of New York**, Friday, October 2, 2007 – 480 attendees – *Focus on the State of Black Education: Investing in the Next Generation of African American Students*

• **Organized the CUNY Black Male Initiative (BMI) Distinguished Speakers Series and other public events including**

- o Public Performance - **James Baldwin-Down from The Mountaintop, an original solo play written and performed by Calvin Levels** - Thursday, February 28, 2013
- o Panel Discussion - **Nobody Knows My Name: Challenges Facing Black Gay Men in Higher Education featuring Juan Battle, Antoine Craigwell, Darnell Moore and Tokes Osubu** – November 16, 2011 – The CUNY Graduate Center
- o Panel Discussion - **The 1968 Olympics as a Symbol of the Black Power Movement featuring John Carlos, Tommie Smith, Vince Matthews and Rev. Mrs. Cynthia James, widow of Larry James, and moderated by Council Member Charles Barron and the Rev. Dr. Herbert Daughtry** – April 22, 2009 – Borough of Manhattan Community College (BMCC)/CUNY
- o Public Lecture - **The Black Male Initiative: An Empowerment Movement featuring Mr. Aaron Thomas, Senior Director, Health and Quality of Life, National Urban League** – March 30, 2009 – New York City College of Technology/CUNY
- o Public Lecture - **Setting a Standard of Excellence for African American and Latino Students - The Story of the Eagle Academy for Young Men featuring David C. Banks, Esq., President, The Eagle Academy Foundation** – March 31, 2008 – Hostos Community College/CUNY
- o Public Lecture – **The School to Prison Pipeline: The Role of Race and Gender in Denying Educational Opportunity featuring Damon T. Hewitt, Esq., Assistant Counsel, NAACP Legal Defense and Educational Fund, Inc.** – February 28, 2008 – Brooklyn College/CUNY
- o Public Lecture – **Black Masculinity and Educational Success featuring Dr. Pedro A. Noguera, Professor, Steinhardt School of Education at New York University; Executive Director of the Metropolitan Center for Urban Education; and Co-Director of the Institute for the Study of Globalization and Education in Metropolitan Settings (IGEMS)** – March 7, 2007 – Hunter College/CUNY

BROOKLYN COLLEGE, CUNY, Brooklyn, NY
 Department of Africana Studies
 Adjunct Professor

Spring 2010

Taught the course, *Civil Rights and Black Power Movements (The Second Reconstruction)*.

HOFSTRA UNIVERSITY SCHOOL OF LAW, Hempstead, NY 11/2004 – 11/2006
Assistant Dean for Multicultural Affairs

Assisted in managing law school diversity strategies, specifically programs related to the recruitment and retention of students of color. Attended multiple Law School Admissions Council (LSAC) conferences and workshops including the LSAC Newcomers Conference (2005). Reviewed applications for full-/part-time Juris Doctor (J.D.) programs. Administrative liaison to law student organizations representing students of color. Travelled extensively to undergraduate institutions for pre-law recruitment fairs.

NEW YORK CITY DEPARTMENT OF EDUCATION, NYC TEACHING FELLOWS PROGRAM, Brooklyn, NY 8/2003 – 1/2004
Franklin K. Lane High School
Social Studies Teacher/NYC Teaching Fellow

Attended the summer 2003 teacher training program at Brooklyn College/CUNY and team-taught a Global History II class at Thomas Jefferson High School (Brooklyn). Successfully completed the New York State teacher certification examinations including the Liberal Arts and Sciences Test (LAST) and the Social Studies Content Specialty Test (CST). Taught five classes at Franklin K. Lane High School to high school sophomores and juniors, at a School Under Regents Review (SURR), during the Fall 2003 semester; classes included Introduction to Criminology, Global History III, and United States History. Volunteered as coach for the Debate Team. Consistently received satisfactory supervisor evaluations.

JOHN JAY COLLEGE OF CRIMINAL JUSTICE, CUNY, New York, NY 8/1998 – 6/2003
Department of African American Studies, NY, NY
Associate Professor

Taught several African American studies undergraduate classes on race and law issues. Conducted research on equal educational opportunity, affirmative action, police brutality, hate crimes, and other issues and topics related to race/racism in the American legal process. Participated in the delegation to the University of Namibia.

LEGAL EXPERIENCE

UNITED STATES DEPARTMENT OF JUSTICE, CIVIL RIGHTS DIVISION, Washington, DC 2/1997 – 7/1998
Educational Opportunities Litigation Section
Trial Attorney

Participated in litigation strategies, negotiations, court appearances, depositions and discovery in the remedial phase of *United States and Mellette v. James Jones*, involving the integration of women into the South Carolina Corps of Cadets of The Citadel, the Military College of South Carolina. Monitored desegregation, affirmative action and higher education cases. Member of interagency task force with U.S. Department of Education lawyers and educational professionals.

WEIL, GOTSHAL & MANGES, New York, NY 10/1995 – 12/1996
Litigation Department
Associate

Document production, document review, and deposition preparation in major antitrust litigation. Took and defended depositions in real estate/bankruptcy cases. Wrote motion for summary judgment in civil RICO action. Pro bono work in human rights and criminal appeals.

UNITED STATES COURT OF APPEALS FOR THE THIRD CIRCUIT, Erie, PA 8/1994 - 7/1995
Chambers of The Honorable Richard L. Nygaard
Judicial Law Clerk

Prepared bench memoranda on various legal issues. Wrote drafts of opinions and orders subject to the review and approval of Judge Nygaard.

UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF MICHIGAN, Detroit, MI 9/1992 – 8/1994
Chambers of The Honorable Anna Diggs Taylor
Judicial Law Clerk

Wrote drafts of orders and opinions subject to the review and approval of Judge Taylor. Prepared bench memoranda on both substantive and procedural motions. Monitored and assisted in managing the civil docket. Court liaison to juries.

THE FORD FOUNDATION, New York, NY

Summer 1992

Africa and Middle East Programs**Southern Africa Project Intern**

Assisted program officers responsible for funding legal, human rights and social justice programs in Namibia and South Africa. Wrote and reviewed grant proposals. Met with grantees and potential grantees. Attended United Nations conference for North American anti-apartheid organizations.

NEW YORK UNIVERSITY SCHOOL OF LAW – WASHINGTON SQUARE LEGAL SERVICES, New York, NY

Academic Year 1991-92

Juvenile Rights Clinic**Student Lawyer**

Represented low-income youth in juvenile delinquency proceedings. Researched issues of law and investigated circumstances of cases. Wrote memoranda of law, bills of particular, demands to produce and both procedural and substantive motions. Interviewed, counseled and sought out educational and support services for clients. Argued motions in Brooklyn Family Court.

BRONX LEGAL SERVICES – SOUTH BRONX OFFICE, New York, NY

Academic Year 1991-92

Family Law Unit**Law Student Intern**

Studied family/domestic relations law, foster care placement, civil rights law and Family Court procedure. Wrote memoranda on foster care reform impact litigation. Observed neglect, abuse, termination of parental rights and voluntary surrender proceedings in Bronx Family Court. Assisted in interviewing clients on intake.

NEW YORK UNIVERSITY SCHOOL OF LAW, New York, NY

Summer 1991

Research Assistant to Professor Peggy C. Davis

Assisted in academic research on constitutional law and critical race theory.

LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW, Washington, D.C.

Fall 1990

Southern Africa Project**Volunteer/Intern**

Wrote memoranda on Namibian politics and society. Updated files on South Africa.

UNITED STATES COURT OF APPEALS FOR THE THIRD CIRCUIT, Philadelphia, PA

Summer 1990

Chambers of The Honorable A. Leon Higginbotham, Jr.**Judicial Intern**

Wrote and reviewed bench memoranda assigned by law clerks. Researched race and law issues.

THE LEGAL AID SOCIETY, New York, NY

Summer 1989

Harlem Neighborhood Office**Law Student Intern**

Registered and interviewed clients on intake. Advised clients on Housing Court matters. Assisted staff attorneys in researching landlord-tenant and welfare issues.

EDUCATION

- Master of Laws (LL.M.), COLUMBIA LAW SCHOOL, October 2015
- Juris Doctor (J.D.), NEW YORK UNIVERSITY SCHOOL OF LAW, May 1992
- Graduate Work in African Studies, HOWARD UNIVERSITY, Graduate School of Arts and Sciences, 1990-91 academic year
- Bachelor of Arts in Government and Africana Studies (B.A.), CORNELL UNIVERSITY, College of Arts and Sciences, August 1988
 - Cornell Abroad – Junior Year Abroad Program, THE AMERICAN UNIVERSITY IN CAIRO, 1986-87 academic year
 - Cornell-in Washington Public Policy Program, spring 1988

BAR ADMISSION

Admitted to the New York State Bar, Second Department, 1996

COURSES TAUGHT

- Empire State College, The State University of New York (SUNY Empire State College) (Fall 2020 & Summer 2021)
 - ADLC 6065 Master of Arts in Adult Learning (MAAL)
Racialized Narratives and Adult Education (Critical Race Theory and Adult Education)
- Brooklyn College, CUNY (Spring 2010)
 - Africana Studies 3125 (Africana Studies 12.9 /Political Science 32.1)
Civil Rights and Black Power Movements (The Second Reconstruction)
- John Jay College of Criminal Justice, CUNY (1998 -2003)
 - African American Studies 110 - *Race and The Urban Community*
 - American Studies 123/Ethnic Studies 123: *Race & American Society: The African American Experience*
 - Ethnic Studies 125: *Race & Ethnicity in America*
 - Ethnic Studies 190/Police Studies 190: *Policing in a Multicultural and Multiracial City*
 - African American Justice Studies 190: *Race, Racism and Police Brutality*
 - African American Justice Studies 215: *Police in Urban America (formerly Police in the Ghetto)*
- Franklin K. Lane High School (Fall 2003)
 - Introduction to Criminology - Criminology/Criminal Justice class for high school sophomores enrolled in a secondary school Law Enforcement Academy program.
 - Global History III - Segment three of a Global History course focusing on 19th and 20th Centuries.
 - United States History (Global History V) - Segment one of a two-part, one-year United States history course focusing on the Colonial Era to Reconstruction.

PROFESSIONAL DEVELOPMENT

- SUNY SAIL Institute – Winter Leadership Institute 2020 – THE STATE UNIVERSITY OF NEW YORK, January 2020 – *Empowering Strategic, Academic, and Innovative Leadership*
- Harvard Institutes for Higher Education, Institute for Management and Leadership in Education (MLE), HARVARD UNIVERSITY GRADUATE SCHOOL OF EDUCATION, June 14 -26, 2009
- CUNY School of Professional Studies, CUNY Fund Raising Academy, THE CITY UNIVERSITY OF NEW YORK, Spring 2009

PUBLICATIONS

Shuck, B., McDonald, K., Rocco, T. S., Byrd, M. and Dawes, E. (2018), Human Resources Development and Career Development: Where Are We, and Where Do We Need to Go. *New Horizons in Adult Education and Human Resource Development*. 30: 3–18. Retrieved from: <http://onlinelibrary.wiley.com/doi/10.1002/nha3.20205/full>

Dawes, E. (2017). Foreword. In Chaney, J., & Schwartz, J. (Eds.), *Race, Education, and Reintegrating Formerly Incarcerated Citizens*. Lanham, Maryland: Lexington Books.
Retrieved from: <https://rowman.com/ISBN/9781498540919/Race-Education-and-Reintegrating-Formerly-Incarcerated-Citizens-Counterstories-and-Counterspaces>

Contact

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www.linkedin.com/in/elliott-dawes-9739904 (LinkedIn)

www.linkedin.com/groups/8587756
(Company)

Top Skills

Public Speaking

Community Outreach

Nonprofit Organizations

Certifications

2020 Winter Leadership Retreat

Elliott Dawes

Diversity, Equity and Inclusion (DEI) in Higher Education
New York, New York, United States

Summary

A 2015 graduate of the Master of Laws (LL.M.) program at Columbia Law School, Elliott Dawes was the Executive Chief Diversity Officer at Baruch College, The City University of New York (CUNY) from 2021 until June 2024. Previously, for nearly five years, from 2016 to 2021, Dawes was the Chief Diversity Officer for Institutional Equity and Inclusion at Empire State College, The State University of New York (SUNY). From 2006 to 2014, Dawes served as the University Director of The City University of New York Black Male Initiative (CUNY BMI). Before his work with CUNY BMI, Dawes was the Assistant Dean for Multicultural Affairs at the Hofstra University School of Law.

Dawes graduated from Cornell University in 1988 with a BA in Government and Africana Studies. In 1992, he earned a Juris Doctor degree from the New York University School of Law where he was a Root-Tilden-Snow Scholar, a Center for International Studies Junior Fellow and an editor of the New York University Review of Law and Social Change. After NYU Law, Dawes clerked for two federal judges on the United States District Court for the Eastern District of Michigan (1992-1994) and the United States Court of Appeals for the Third Circuit (1994-1995). Thereafter, he worked as a litigation associate at a large NYC law firm (1995-1996), and later served as a Trial Attorney in the Educational Opportunities Litigation Section, Civil Rights Division of the United States Department of Justice, where he worked on a number of higher education cases (1997-1998).

Dawes has also worked as an educator. For five years, he was an Associate Professor in the Department of African American Studies at the John Jay College of Criminal Justice, The City University of New York (1998-2003) and, as a NYC Teaching Fellow, taught social studies classes to students enrolled in a law academy program at a large Brooklyn high school (2003). Dawes is admitted to the New York State Bar, Second Department (1996).

Experience

Baruch College

Executive Chief Diversity Officer

August 2021 - June 2024 (2 years 11 months)

New York, New York, United States

Office of Diversity, Compliance, and Equity Initiatives

Office of the President

SUNY Empire State College

Chief Diversity Officer for Institutional Equity and Inclusion

September 2016 - July 2021 (4 years 11 months)

SUNY ESC Office of the President, SUNY Empire State College at Manhattan

Chief Diversity Officer for Institutional Equity and Inclusion - September 2019 to the present

Chief Diversity Officer for Institutional Equity and Inclusion and Title IX

Coordinator - January 2017 to September 2019

Chief Diversity Officer for Institutional Equity and Inclusion - September 2016 to January 2017

The City University of New York Black Male Initiative (CUNY BMI)

University Director

December 2006 - August 2014 (7 years 9 months)

Hofstra University

Assistant Dean for Multicultural Affairs

November 2004 - November 2006 (2 years 1 month)

School of Law

Education

Columbia Law School

Master of Laws (LL.M.), Law · (2014 - 2015)

New York University School of Law

J.D., Law · (1988 - 1992)

The American University in Cairo

Cornell Abroad - Junior Year Abroad Program · (1986 - 1987)

Cornell University

AB, Government and Africana Studies · (1984 - 1988)

Howard University

Graduate Work, African Studies and Research Center, Graduate School of Arts and Sciences · (1990 - 1991)

Elliott Dawes

List of References

Nadine V. Wedderburn, Ph.D.

Associate Professor/Mentor

Empire State University, The State University of New York (SUNY)
School of Social and Behavioral Sciences
Department of Social Science and Public Affairs
Saratoga Springs, New York/Latham, New York
518-587-2100

Email: nadine.wedderburn@sunyempire.edu

For nearly four years, Dr. Wedderburn and I worked together as founding members of the Diversity, Equity, and Inclusion (DEI) Council and the Title IX Advisory Committee at SUNY Empire State College (now SUNY Empire State University). Additionally, Dr. Wedderburn was a founding member and serves as a current Co-Chairperson of the Racialized Faculty Caucus at SUNY Empire State University. In my capacity as the Chief Diversity Officer for Institutional Equity and Inclusion, I provided administrative support to the Racialized Faculty Caucus.

David A Fullard, Ph.D., LMHC

Visiting Associate Professor

SUNY Empire State University
David.Fullard@sunyempire.edu
917-468-9840

For nearly four years, Dr. Fullard and I worked together as founding members of the Diversity, Equity, and Inclusion (DEI) at SUNY Empire State College (now SUNY Empire State University). Additionally, Dr. Fullard is the Founder of the Black Male Initiative Program at SUNY Empire State University and an active member of the Racialized Faculty Caucus. In my capacity as the Chief Diversity Officer for Institutional Equity and Inclusion, I served on the Black Male Initiative Steering Committee and the provided administrative support to the Racialized Faculty Caucus.

Jermaine A. Wright, Ph.D.

Vice President for Student Affairs

Lehman College | The City University of New York
250 Bedford Park Boulevard West | Shuster Hall 204
Bronx, NY 10468
Phone: 718-960-8241

Email: jermaine.wright@lehman.cuny.edu



- Former Associate Vice President for Student Affairs, Southern Connecticut State University
- Interim University Associate Dean of Special Programs, The City University of New York (CUNY)
- Former University Director, The City University of New York Black Male Initiative (CUNY BMI) (2014 to 2017)

Dr. Wright's short professional biography can be found at:

<https://www.lehman.edu/student-affairs/staff.php> Dr. Wright served as the CUNY BMI Associate Director from 2008 until 2014, and reported to me in my capacity as the CUNY BMI University Director. When I left CUNY BMI in August 2014 to enter the LL.M. program at Columbia Law School, I recommended that Dr. Wright receive a promotion to the University Director position. He received an appointment as CUNY BMI Interim Director, and after a year was promoted to the University Director position.

Jonathan Quash, Ph.D.

Current University Director, The City University of New York Black Male Initiative (CUNY BMI)

Central Office of Student Affairs (COSA)
 555 W. 57th Street
 New York, NY 10019
Jonathan.Quash@cuny.edu
 (646) 664-8851

- Former Director, York College Male Initiative Program York College, The City University of New York (CUNY) - [Dr. Jonathan Quash - Short Professional Biography](#) and [CUNY BMI Staff](#)

As part of the CUNY BMI community, Dr. Jonathan Quash and I worked together for nearly eight (8) years. Director Quash serves as the campus director of York College Male Initiative and the York College Men's Center, one of 32 student development programs funded by CUNY BMI. Jonathan Quash and I also took the lead in organizing the Eighth Annual CUNY BMI Conference, *Race, Law, and Justice*, held at York College, CUNY on Friday, October 4, 2013. For more information, please visit: [Eighth Annual CUNY BMI Conference-October 4, 2013](#) and [CUNY BMI Conferences](#)

Kendrell Lawson, MPA

Juris Doctor Candidate, Rutgers Law School – Newark

Cell: 646-267-3994
 E-mail: Kendrell.lawson@gmail.com

- Former Diversity and Operations Specialist, Baruch College, The City University of New York (CUNY)

Mr. Lawson and I worked together for nearly three years as managers of the Baruch College Office of Diversity, Compliance, and Equity Initiatives (ODCEI).

Esther Moss, MPA

Diversity and Operations Specialist

Baruch College, Newman Hall
Office of Diversity, Compliance and Equity Initiatives
137 East 22nd Street, Box C-204
New York, NY 10010
646.312.4543

Email: Esther.Moss@baruch.cuny.edu (email preferred)

[Baruch College Office of Diversity, Compliance, and Equity Initiatives \(ODCEI\)](#)

Ms. Moss and I worked together for nearly three years at Baruch College. Before her promotion to the Diversity and Operations position in the Baruch College Office of Diversity, Compliance, and Equity Initiatives (ODCEI), Ms. Moss and I worked on Recruitment and Hiring when she was a professional employee in the Baruch College Office of Human Resources.

Kimara Patton, Esq.

Assistant General Counsel and Title IX Coordinator, Manhattan University

- Former Deputy Chief Diversity Officer and Title IX Coordinator, Baruch College, The City University of New York (CUNY)

pattonkimara@gmail.com

914-815-3634

Ms. Patton and I worked together for nearly four years as managers of the Baruch College Office of Diversity, Compliance, and Equity Initiatives (ODCEI).