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Client No. 500027-001

August 3, 2020

Via E-Mail

Karen J. Carnevale, R.M.C.
Township Clerk
Township of West Orange
66 Main Street
West Orange, NJ 07052

Re: Resolution Authorizing the Award for Diversity Training

Dear Ms. Carnevale:

Please find enclosed the above-referenced Resolution and Proposal together with Dr. Jones' CV and biography. Please place this on the Agenda for the August 11, 2020 Township Council Meeting.

Thank you for your consideration.

Respectfully yours,



Richard D. Trenk

RDT/cd

Enclosures

cc: Mayor Robert D. Parisi (via e-mail)
Dr. David E. Jones (via e-mail)
John Gross, CFO (via e-mail)
John K. Sayers, Business Administrator (via e-mail)
Paula Reynolds (via e-mail)
Police Chief James P. Abbott (via e-mail)

**Resolution Authorizing the Award of a Professional Service
Contract to Dr. David E. Jones for Employee Training Workshops**

WHEREAS, the Township of West Orange (the “Township”) is a community with diverse residents; and

WHEREAS, to better serve its residents, the Township seeks to hire a professional educator to conduct workshops for its employees and elected officials; and

WHEREAS, this training will include understanding implicit bias and employing strategies to eliminate unconscious biases that shape behavior and produce disparate treatment of individuals based on their race, ethnicity, religious belief, gender identity, sexual orientation, socioeconomic status, or other characteristics; and

WHEREAS, in order to achieve the Township’s objectives in providing such training to its employees and elected officials, Dr. David E. Jones, a nationally recognized teacher with regard to diversity and inclusion issues, has been selected based upon his professional experience and training, see attached “**Exhibit A**”, and

WHEREAS, the Local Public Contracts Law (N.J.S.A. 40A:11-1 *et seq.*) authorizes the award of a professional service contract for such services without competitive bidding; and

WHEREAS, as a Non-Fair and Open professional services contract pursuant to N.J.S.A. 19:44A1-1 *et seq.*, P.L. 2005, c.19, the Township will retain on file the Business Entity Disclosure Certification and the Political Declaration of Dr. Jones;

NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Township is hereby authorized to retain the professional services of Dr. David E. Jones for a maximum fee of \$30,000 with funds certified by the Chief Financial Officer; and be it further

RESOLVED, that the Township Clerk is hereby authorized to have a notice to be published in the manner provided by law and that the Resolution and Agreement are on file in the Office of the Township Clerk and are available for public inspection.

Karen J. Carnevale, R.M.C.
Municipal Clerk

Michelle Casalino
Council President

I hereby certify funds available:
Account

John O. Gross
Chief Financial Officer



Dr. David E. Jones
Diversity Consultant, Speaker & Trainer

www.davidearljones.com
david.earl.jones514@gmail.com
<https://twitter.com/davidearljones>
p. 718.637.7798

Proposal for Services

Date of Submission: July 12, 2020
Proposal Created By: Dr. David E. Jones

Workshop Title: Your Role and Responsibility in Understanding, Addressing and Dismantling Implicit Bias

Intended Outcomes: Individuals, communities and organizations experience implicit bias. In this workshop, you will learn your role and responsibility in understanding, addressing and dismantling implicit bias. This learning will help you to overcome bias and how to function more inclusively. With a focus on understanding, addressing and dismantling implicit bias, as a result of completing this workshop, attendees will be able to:

- 1) Understand implicit bias and how individuals, communities and organizations unconsciously reinforce bias
- 2) Engage in individual and group exercises to develop awareness of how bias shows up in your experiences
- 3) Learn how implicit bias reinforces systemic racism and creates structural barriers for minoritized people
- 4) Understand how to address and dismantle bias and microaggressions to create more inclusive environments
- 5) Identify strategies to dismantle implicit bias and its' impact on areas such as policy, hiring and curriculum
- 6) Develop an individual action plan to engage in anti-bias practices and hold self and others accountable

Workshop Format:

Three-hour interactive workshop (onsite or online pending)

Speaking Engagement Dates:

12 three-hour workshops from September through November

- 2 three-hour workshops per day
- 4 three-hour workshops per month

Client:

Various West Orange Township Employees (Mayor's Office)

- Township Council
- Tax Collector's Office
- Recreation Department
- Police Department
- Planning Officer's Office
- Office of the Municipal Engineer
- Municipal Court
- Municipal Clerk's Office
- Municipal Administration
- Mayor's Office
- Legal Services
- Health Department
- Fire Department
- Department of Public Works
- Chief Financial Officer's Office

Number of Participants Per Workshop:

Each workshop will have between 20-35 participants

Onsite Coordinator:

Mayor Rob Parisi, rparisi@westorange.org

Invited Speaker:

Dr. David E. Jones, david.earl.jones514@gmail.com

Diversity Consultant

Workshop Package Fee:

\$2,500.00 per workshop

12 workshops (\$2,500.00 per workshop)

316 employees (approx. \$94.00 per employee)

Total Workshop Package Fee: \$30,000.00

Payment Information:

\$15,000.00 due after 6 workshops completed; remaining balance of \$15,000.00 due following the conclusion of 12th workshop. *Fee is inclusive of workshop, preparation, materials, two pre and two post workshop meetings (up to 60 minutes each) and access to workshop materials post-workshop.*

Additional Notes:

Mayor's Office will provide access to in-person facility and technology accommodations for each workshop (i.e. laptop, LCD projector with screen, WiFi and lapel microphone). If workshops are conducted virtually, Mayor's Office will provide access to an online platform for each workshop (i.e. Zoom)

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Dr. David E. Jones

www.linkedin.com/in/davidearljones1/

Tel: 718.637.7798 | Email: David.Earl.Jones514@gmail.com

LEADERSHIP PROFILE

A highly skilled and accomplished diversity executive with a combined 15 years of progressive experience with leadership roles in Diversity, Equity and Inclusion; Human Resource and Employment Equity; Residence Life; Title IX and Student Conduct in higher education. Sought after consultant, thought-leader and strategist skilled in executing inclusion priorities and creating organizational culture change and equitable policies, processes, programs and procedures for faculty, students and staff and addressing organizational development. Proficient in executing best practices, action plans and strategies to improve faculty and staff retention, engagement and cultural competency. Track record of implementing student success, access and equity initiatives and outcomes to enhance the student experience, particularly among students of color and first-generation college students. Highly sought-after presenter with over 100+ educational sessions, workshops, trainings and keynotes for higher education institutions, conferences and organizations. Serves higher education associations via institute faculty appointments, advisory board membership and various leadership roles and committees.

AREAS OF EXPERTISE

Diversity, Equity, Inclusion, Human Resource, Employment Equity, Strategic Planning, Multicultural Organizational Development, Teaching, Hiring Process, Technology/Social Media, Social Justice, Consulting, Training, External Reviews, Supervision, Leadership Development, Staff Evaluation, Fiscal Management, Faculty Development, Organizational Change, Implicit Bias, Assessment, Access and Curriculum Development and Student Development

EDUCATIONAL BACKGROUND

Doctor of Education (Ed.D.), Organizational Leadership and Communication
Northeastern University, Boston, MA

Dissertation: *The Lived Experiences of Vice Presidents for Student Affairs: A Study Exploring How Social Identity Impacts Leadership Approach*

Master of Education (Ed.M.) College Student Affairs
University of South Florida, Tampa, FL

Bachelor of Science (B.S.), Communications; Sociology Minor
Eastern Connecticut State University, Willimantic, CT

PROFESSIONAL EXPERIENCE

2020-Present

Chief Diversity Officer & Director of Talent Management, William Paterson University

A leading public University with more than 10,000 students, William Paterson is third most diverse public university in New Jersey and nearly 30 percent of students are the first in their families to attend university. The University was recently designated as a Hispanic-serving institution with over 30 percent of students claiming Hispanic heritage in fall 2018. The institution's ethos and fundamental beliefs are defined by the following core values: academic excellence, creating knowledge, student success, diversity, citizenship

- Serve on the President's Extended Cabinet where institutional planning and decision making is made related to university process, policy, programs and procedure

- Report directly to the Vice President for Human Resources and participate on the executive leadership team for the Office of Human Resources and Office of Employment Equity and Diversity
- Directly leads and supports the University's strategic plan and commitment to designing, developing and implementing proactive diversity, equity and inclusion strategies and initiatives that create a learning and working environment where everyone has an opportunity to succeed
- Lead institutional diversity assessment initiatives such as the Campus Climate Survey
- Execute Human Resource trainings and workshops for university employees utilizing Franklin Covey modules and curriculum
- Lead faculty development initiatives such as the Unconscious Bias workshops for full-time faculty
- Lead the planning and implementation of a 9-week summer leadership and development program for staff
- Provide leadership, support and consultation for the Compliance, Employer Labor Relations, Title IX, Center for Diversity and Inclusion and Black Cultural Center
- Partner with Vice Presidents and Provost to prioritize diversity and inclusion for student service areas and academic units
- Disseminate communication regarding diversity and inclusion matters such as culturally responsive strategy specific to COVID-19
- Support and advise six Academic Deans on diversity initiatives and planning for the academic college
- University representative for the New Jersey Chief Diversity Officers Collective, which meets regularly to discuss best practices, provide resources and counsel
- Lead the implementation of recommendations for two work groups, LGBTQIA+ Task Force and Hispanic Serving Institutions Task Force
- Serve as the NCAA Athletics Diversity and Inclusion Designee for the university which includes being the primary contact and conduit for diversity and inclusion-related information between conference offices, campuses, athletic departments and the NCAA
- Attend the monthly Faculty Senate meeting, providing diversity expertise and support for academic planning and decision making
- Chair the LGBTQIA+ Advisory Board (appointed by the President) to lead the implementation of the LGBTQIA+ Task Force recommendations to improve the campus climate for the LGBTQIA+ community at William Paterson
- Responsible for launching the C.A.R.E.S. Council (Celebrating and Recognizing Everyone's Success), a group comprised to create employee reward and recognition initiatives and a Diversity Council to drive diversity initiatives and strategic planning
- Collaborate with key university stakeholders to establish initiatives such as retreats and leadership development workshops that support student of color persistence, retention and engagement
- Oversee Human Resource talent management strategy specific to search committee processes and the recruitment, selection, hire and retention of faculty and staff with a focus to improve the hiring of and retention among faculty and staff of color
- Work closely with Department Chairs to provide professional development and guidance on diversity prioritizes in partnership with the Provost
- Partner with faculty on initiatives such as the Social Justice Project and Center for Teaching Excellence, which include annual workshops and professional development
- Serve as a resource for employees, sharing information on online professional development and support such as Employee Assistance Program, Safe Colleges and LinkedIn Learning

- Respond to staff and faculty complaints regarding diversity and inclusion incidents by providing mediation and consultation

2016-2020

Director, Paul Robeson Cultural Center, Rutgers University-New Brunswick

Founded over 250 years ago, Rutgers University-New Brunswick is a large public diverse research university comprised of over 50,000 students committed to preparing a diverse community of students to be globally engaged citizens.

- Reported to the Vice Chancellor for Student Affairs and serve on the Division of Student Affairs Leadership Team and the Cultural Center Collaborative Team
- Directly supervised, evaluated and trained 2 professional staff and 38 student staff
- Managed departmental budget in excess of \$300,000
- Led university wide diversity engagement and strategic initiatives, including trainings, programs, strategic planning, committee leadership, and resource allocation
- Administered 128K in scholarships to improve access for students of color
- Partnered with Academic Affairs and the Office of Diversity and Inclusion on student persistence and success initiatives
- Managed the advisement of 21 student organizations
- Directly advised the United Black Council governing board

Selected Accomplishments:

- Established a mentoring initiative to improve student persistence and engagement among students of color
- Led the establishment of the inaugural university MLK Dream Week
- Partnered with Counseling to provide wellness support for students of color, which resulted increased counseling services for students of color; over 15 weekly or scheduled student appointments with a Community Based Counselor
- Within 2 years increased by 40% the attendance of the Rites of Passage Ceremony
- Led the Paul Robeson Cultural Center to receive the 2017 MLK Staff Service Award

2014-2016
2013-2014

Director, Student Conduct and Residence Life, City University of New York

Associate Director, Residence Life, City University of New York

Central Office of Student Affairs

The City University of New York (CUNY) is the public university system of New York City and is the largest urban public university system in the United States, serving 24 colleges across the 5 boroughs of New York City with a diverse environment of 270,000 students

- Reported to the Deputy Vice Chancellor for Student Affairs
- Served as CUNY's chief student conduct and residence life administrator
- Supervised and evaluated the Student Conduct Officer and 2 Graduate Assistants
- Directly managed an \$250,000 annual budget
- Led system wide (24 colleges) assessments of student conduct and residence life
- Led system wide initiatives, trainings, policy development, assessment, resource creation, curriculum development for student conduct, Title IX and residence life
- Educated campus community about Title IX policies
- Directly supported and provided guidance and resources to 9 colleges, 18 professional staff, 3,100 residential students, and 72 resident assistants (RA)
- Managed crisis intervention and advised student conduct officers on protocol

Selected Accomplishments:

- Increased student housing by 554 students with the opening of 2 residence halls
- Played an active role in the development of CUNY's Sexual Misconduct Policy
- Implemented the inaugural afterhours counseling hotline service for students
- Developed an online sexual misconduct training database with Everfi
- Partnered with General Counsel to create sexual misconduct educational and awareness videos for students and employees

- Created a Residence Life Title IX Protocol

2011-2013

Director, Multicultural Affairs, University of Massachusetts Lowell

The University of Massachusetts Lowell is the second-largest public research institution in Massachusetts comprised of over 18,000 students.

- Reported to the Associate Dean of Students and served on the Student Engagement Team for the Division of Student Affairs
- Led diversity programming, initiatives, training, faculty, students, and staff engagement and strategic planning for the university
- Supervised 2 professional staff members and several student staff
- Managed an annual operating budget of \$250,000
- Partnered with Human Resources and Equal Opportunity to address and implement institutional diversity goals, policies and compliance strategies
- Regularly served on search committees to ensure equitable and inclusive hiring processes were achieved
- Participated on strategic planning committees and initiatives to advance institutional diversity, equity and inclusion priorities
- Advised 37 multicultural and/or spiritual student organizations
- Partnered with colleagues to participate in and provide Ally Space training to increase LGBTQ awareness

Selected Accomplishments:

- Established and chaired the university MLK Celebration Week
- Served on the host committee for the Student Social Justice Training Institute
- Created a cultural immersion program for students to travel to U.S. cities
- Established a Diversity Peer Educator student program
- In 2 years recorded an increase of 12 new multicultural student organizations
- Served on the University Global Engagement & Inclusive Culture Committee as part of the institutional strategic planning process
- Chartered and advised the UMass Lowell M.A.L.E.S. (Men Achieving Leadership, Excellence and Success) student organization

2009-2011

Associate Director, Residence Life, University of Massachusetts Lowell

- Reported to the Director of Residence Life
- Served as chief housing officer in director's absence
- Managed a residential program for 3,100 students and 120 student employees
- Directly supervised 8 full-time resident and complex directors
- Served as a residential student conduct officer, adjudicating appeals and suspensions
- Led the hiring and onboarding process for all residential live-in staff

Selected Accomplishments:

- Developed the department inclusion statement and inclusive branding strategy
- Increased racial professional staff diversity by more than 50% in 2 years
- Retained the resident director/complex director staff by 100% over 2 years

2006-2009

Community Development Educator, Residential Edu. New York University

New York University is the largest private urban institution in the United States with an enrollment of over 50,000 students and 12,000 students living on campus.

- Reported to the Assistant Director of Residence Life
- Supervised 26 Resident Assistants and one professional staff member
- Oversaw the two-residence hall, 800 upper-class and graduate students
- Managed a residence hall budget and led residential initiatives for students
- Served as first responder to residence hall crises and student concerns

- 2004-2006 ***Resident Director, Residential Life, University of South Florida***
The University of South Florida is a large public diverse four-year institution with an enrollment of nearly 50,000 students and a residential population of 5,000.
- Oversaw the opening of a first-year residence hall
 - Supervised 12 Resident Assistants and managed residential operations
 - Served on an on-duty response team and responded to crisis incidents

INSTITUTIONAL SERVICE

- 2020 - Present William Paterson University:
- Chair, Freedom of Expression and Responsive Conduct Policy Committee
 - Chair, LGBTQIA+ Advisory Board
 - Chair, Hispanic Serving Institution Working Group
 - Institution Designee, NCAA Athletics Diversity and Inclusion
 - Presenter, Faculty Social Justice Pedagogy Workshop (*May 2020*)
 - Member, President Extended Cabinet
 - Member, University Council
 - Member, Directors Council
 - Monthly Attendee, Faculty Senate
- 2016-2020 Rutgers University-New Brunswick:
- Co-Chair, Student Affairs Diversity Council
 - Violence Prevention Victim Advocacy Male Engagement Committee
 - Rutgers Police Department Community Oriented Review Board
 - Paul Robeson Centennial Committee
 - Bias Prevention and Education Committee
 - Director of New Student Orientation and Parent Programs Search Committee
 - Assistant Director, Asian American Cultural Center Search Committee Chair
 - Assistant Director, Paul Robeson Cultural Center Search Committee Chair
 - End Sexual Violence Now Committee - Division of Student Affairs
 - Inclusion Committee - Division of Student Affairs
 - RU 1st Committee for First Generation/Low-Income/Students of Color
 - Division of Student Affairs Assessment Committee
 - Dean of Students Bias Prevention and Education Committee
 - Title IX Campus Advisor
 - Dr. Martin Luther King, Jr. Dream Week Planning Committee
 - Chair, 27th Association for Black Culture Centers Conference Committee
- 2013-2016 City University of New York
- Chaired, Student Conduct Council
 - Chaired, Residence Life Council
 - Chaired, CUNY NASPA Undergraduate Fellows Program (NUFP)
 - Communications and Community Committee
 - CUNY's Student Death Protocol Workgroup
 - Risk Management Coordinator Search Committee, CUNY Central Office
 - Student Conduct Manager Search Committee Chair
 - Served on the University Campus Climate Survey Advisory Board
 - Title IX, Risk Management & Business Continuity Committee
 - Student Conduct in Residence Halls Working Group
 - Sexual Misconduct Policy Working Group/Committee
 - Trainee Participant, Sexual Assault Training with the Brooklyn district attorney office, New York City Alliance Against Sexual Assault and Family Justice Center

- 2009-2013 University of Massachusetts Lowell
- Division of Student Affairs Student Engagement Committee Tri-Chair
 - Residence Life Inclusion Committee Chair
 - Assistant Director of Multicultural Affairs Search Committee Chair
 - Faculty/Staff Cultural Competence Training Committee
 - Religious Life Council Committee
 - Black Alumni Outreach Committee
 - Chancellor's Student Leadership Medal Selection Process Committee
 - Global & Inclusive Culture: University 2020 Strategic Plan Committee
 - C.A.R.E. Team Committee (students of concern)
 - Served on following Search Committees for entry, mid and senior level positions: Government Relations, Human Resource/Equal Opportunity, Facilities, Residence Life, Student Activities, Career Services, Health Services, Multicultural Affairs, Public Safety
 - Completed certifications such as LGBTQ Ally Space, Search Committee Hiring Process, Title IX, Clery Act/Campus Security Authority, Active Shooter, and Performance Management

PROFESSIONAL AFFILIATIONS

- 2020-Present College and University Professional Association – Human Resources
2010-Present Social Justice Training Institute – Alumni Network
2005-Present NASPA – Student Affairs Administrators in Higher Education
2005-Present Alpha Phi Alpha Fraternity, Inc.
2016-2018 Association for Black Culture Centers
2013-2016 Association for Student Conduct Administration
2008-2016 Association of College and University Housing Officers International
2006-2011 ACPA – College Student Educators International

PROFESSIONAL SERVICE AND LEADERSHIP

- ACPA – College Student Educators International
2014 Selected Participant, Donna M. Bourassa Mid-Level Management Institute
2008 National Conference Program Reviewer

- Association for Black Culture Centers
2017-2018 Conference Chair and Institutional Host, 27th Annual National Conference

- Association of College and University Housing Officers International
2015-2016 Co-Chair, Professionals of Color Network
2014-2015 Chair-Elect, Professionals of Color
2011 Faculty, Regional Entry Level Institute
2008-2009 Chair, NEACUHO Regional Social Issues Committee
2008 Founder, NEACUHO Professionals of Color Retreat
2007 Selected Participant, Regional Entry Level Institute

- NASPA – Student Affairs Administrators in Higher Education
2019-Present NASPA African American Summit Fundraising Committee
2019-Present NASPA Certification for Student Affairs Educators Advisory Task Force
2017-Present Co-Director and Co-Founder, NASPA Ujima Institute
2011-Present Faculty, African American Male Summit
2018-2020 NASPA Region II Representative, Professional Standards Division
2018-2020 Mentor, NASPA Undergraduate Fellow Program
2017-2020 NASPA SA Speaks Coach

- 2014-2020 NASPA Region II Advisory Board Member
2019 External Review Team Member, NASPA Advisory Services
2018 Program Reviewer, NASPA Annual Conference
2017-2018 Committee Member, 2017 NASPA Conference SA Speaks
2016-2018 Co-Coordinator, Strategic Initiatives, NASPA Region II Board
2015-2017 Conference Planning Committee Member, NASPA Region 2 Conference
2015-2017 Co-Chair, NASPA Region II Conference Featured Speakers
2014-2016 Regional Awards Coordinator, NASPA Region II Advisory Board
2015 NASPA Placement Exchange (TPE) Blog Contributor
2015 Reader, NASPA Undergraduate Fellows Program Dungey Leadership Institute
2015 Presenter, NASPA Region II Career in Student Affairs Conference
2015 Presenter, NASPA's Investing in our Future Webinar Series #SAInvest
2014 Faculty, NASPA Undergraduate Fellows Program Dungey Leadership Institute
2014 Presenter, NASPA Region II Graduate Student and New Professionals Institute
2013 Program Reviewer, NASPA Annual Conference
- Social Justice Training Institute
- 2019 Selected Participant, Social Justice Training Institute 2- Certificate of Completion
2017 Faculty Intern, Social Justice Training Institute- Certificate of Completion
2010 Selected Participant, Social Justice Training Institute- Certificate of Completion
- NATIONAL CONFERENCE PRESENTATIONS** (full list: www.davidearljones.com)
- 2018 Jones, D.E. & Harris, K. *Reframing Our Approach to Leadership: Utilizing a Social Justice Lens*. Presented at the National Conference on Race and Ethnicity Annual Meeting, New Orleans, LA.
- 2018 Jones, D.E. & Cabello, C. *Navigating Racial Injustice on Today's College Campuses: Understanding How Cultural Center Professionals Maintain Resiliency and Self-Care While Caring for Others*. Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.
- 2017 Jones, D.E. & Cabello, C. *When Racial Injustice Hits Close to Home: Understanding How Cultural Center Professionals Navigate Self-Care While Creating Space & Caring for Others*. Presented at the National Association for Student Personnel Administrators Annual Conference, San Antonio, TX.
- 2017 Mena, S., Washington, J., Jones, D.E, et. al. *Taking Care of the Activist in You*. Presented at the National Association for Student Personnel Administrators Annual Conference, San Antonio, TX.
- 2017 Jones, D.E. *#BlackLivesMatter: The Time to Create Change Is Now*. SA Speaks Session. Presented at the National Association for Student Personnel Administrators Annual Conference, San Antonio, TX.
- 2016 Jones, D.E., Marquez-Santana, Y. & Holmes-Hope, C. *Multicultural Competency: Strategies for Cross-Cultural Supervision*. Presented at the Association of College and University Housing Officers International Annual Convention, Seattle, WA.
- 2016 Jones, D.E., Davis, R.J., & Harris, K. *Action Planning, Competency Building & Professional Development Strategies for New Professionals*. Presented at the National Association for Student Personnel Administrators Annual Conference, Indianapolis, IN.

- 2015 Jones, D.E., & Harris, K. (2015, 2014, 2013, 2012). *Individual & Personal Planning*. Presented for the African American Male Summit Pre-Conference Seminar at the National Association for Student Personnel Administrators Annual Conference, Baltimore, MD.
- 2015 Jones, D.E., Holmes-Hope, C., Sturdivant, A. *Pathway to Success: Addressing Race and its Impact on the Housing Profession and our Campuses*. Presented at the Association of College and University Housing Officers International Annual Convention, Orlando, FL.
- 2015 Jones, D.E. *NASPA SA Speaks – Who Am I? The Journey of Self-Discovery*. Presented at the National Association for Student Personnel Administrators Annual Conference, New Orleans, LA.
- 2015 Jones, D.E. & Harris, K. *The Death of Michael Brown and the Incidents in Ferguson, Missouri: Conversations with Students about Race and its' Impact on College and University Campuses*. Presented at the National Association for Student Personnel Administrators Annual Conference, New Orleans, LA.
- 2014 Bump, T., Dunkel, N.W., Jones, D.E., Nash, R., & Stark, A. *The Sponsor Effect: Pushing, Pulling & Promoting YOU*. Presented at the Association of College and University Housing Officers International Annual Convention, Washington, DC.
- 2014 Jones, D.E. *MALES Program*. Presented at the Association of College and University Housing Officers International Annual Convention, Washington, DC.
- 2013 Jones, D.E., Harris, K., & Hargrove, D. *I am Trayvon Martin: Conversations with Students about Race*. Presented at the National Association for Student Personnel Administrators Annual Conference, Orlando, FL.
- 2012 Jones, D.E., Hargrove, D., Harris, K., Exume, K., Soares, F., Williams, D. *Key Professional Competencies for New Professionals*. Presented at the National Association for Student Personnel Administrators Conference, Phoenix, AZ.
- 2011 Jones, D.E., Hargrove, D., Harris, K., Exume, K., Soares, F., Williams, D. *Purposeful Competencies: A New Professional Roundtable Discussion*. Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.
- 2011 Jones, D.E., Kohl, J., Toomey, C. *Fostering the Integration of Inclusion within Residence Life*. Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.
- 2011 Jones, D.E., Frier, J., & Harris, K. *Networking with a Purpose: Increasing Your Social Capital*. Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.
- 2010 Iaccarino, G., Dey, F., Jones, D. *Leveraging the New Economy for Career Transformation in Student Affairs*. Presented at the American College Personnel Association Annual Conference, Boston, MA.
- 2010 Soares, F., Jones, D.E., Harris, K., Exume, K., Hargrove, D. *A Legacy of Hope: Fostering Excellence for Black Men in College*. Presented at the National Association for Student Personnel Administrators Annual Conf., Chicago, IL.

- 2010 Soares, F., Jones, D.E., Harris, K., Exume, K., Hargrove, D. *Living a Legacy, Building a New Generation of M.A.L.E.S.* Presented at the National Association for Student Personnel Administrators Annual Conference, Chicago, IL.
- 2009 Jones, D.E. & Davis, R.J. (2009). *Networking Strategies to Increase Social Capital in Higher Education.* Presented at the American College Personnel Association Annual Conference, Washington, DC.
- 2009 Jones, D.E., Hargrove, D., Harris, K., & Exume, K. *We've Imagined, Now Let's (Re)Act: Black Male Student Success.* Presented at the American College Personnel Association Annual Conference, Washington, DC.
- 2009 Iverson, S., Alatorre, H., Jones, D.E., Mrozek, L., & Shea, H. *Forming, Storming, Performing: Group Dynamics & Social Justice Education.* Presented at the American College Personnel Association Annual Conference, Washington, DC.
- 2008 Surratt, D., Jackson, R., Jones, D.E. *Black Male Professionals in Student Affairs: Critical Issues & Perspectives.* Presented at the American College Personnel Association Annual Conference, Atlanta, GA.
- 2007 Harris, K., Hargrove, D. & Jones, D.E. *Understanding the Importance of Student Involvement for Black College Students at Predominately White Institutions.* Presented at the National Association for Student Affairs Professionals Summit on Black Greek-Letter Organizations, Charlotte, NC.
- 2005 Davis, R.J., & Jones, D.E. *Discover the Possibilities: Incorporating African American Men in Residence Life.* Association of College University and Housing Officers International Annual Conference, Milwaukee, WI.

NOTABLE AWARDS AND HONORS

- 2018 Association for Black Culture Centers Conference Chair Recognition Award
- 2017 NASPA Region II Mid-Level Professional Award
- 2017 NASPA Doris Ching Excellence as a Student Affairs Professional Award
- 2016 NASPA African American Knowledge Community Mid-Level Award
- 2010 NASPA Region I Network for Educational Equity & Ethnic Diversity Award
- 2010 ACPA Commission for Social Justice Educators Social Justice Educator Award
- 2010 ACPA Commission for Multicultural Affairs New Professional Award
- 2008 NASPA Region II New Professional Award
- 2007 New York University Residential Education Dept. Diversity Hallmark Award
- 2005 University of South Florida Resident Director of the Year Award

RESEARCH AND TEACHING INTERESTS

Diversity, Equity and Inclusion in Higher Education
Organizational Culture
Student Persistence and Success
Identity, Intersectionality and Leadership
Privilege, Oppression and Power
Race and Racism in Historical and Contemporary Contexts

PUBLICATIONS

- 2020 Jones, D.E. *Foreword*. In Editor Susan Goldman Rubin, Sing and Shout: Paul Robeson. Honesdale, PA. Calkins Creek for Boyds Mill Press Publisher.
- 2019 Batista, A., Jones, D.E, Sewell, S., & Tambascia, T.P. *Creating Pathways for New Professionals*. NASPA Leadership Exchange. Vol. 17, Issue 1, Spring 2019, pgs. 18-22.
- 2018 Jones, D.E. *Before Kaepernick, this Jersey Legend Gave Up Fame, Fortune for Social Activism*. NJ.com, September 15.
- 2011 Harper, S. R., Davis, R. J., Jones, D. E., McGowan, B. L., Ingram, T., & Platt, S. *Race and Racism in the Experiences of Black Male Resident Assistants at Predominately White Universities*. Journal of College Student Development, 52(2), 180-200.

TEACHING EXPERIENCE

- 2018-Present University of Southern California, Race and Equity Center
Equity Institute Teaching Faculty (*online*)
REC 725 – Messaging Commitment to Racial Equity and Inclusion
REC 730 – Identifying, Understanding, and Confronting Implicit Bias
- 2018 Rutgers University-New Brunswick
Graduate School of Education
College of Student Affairs Master of Education
College Student Affairs Culminating Project Review Panel Member
- 2017 Rutgers University-New Brunswick – Department of Africana Studies
Undergraduate Students
▪ Black Male Identity in the United States
- 2010 University of Massachusetts Lowell
Undergraduate Students
▪ First-Year Seminar
- 2005 University of South Florida
Undergraduate Students
▪ First-Year Seminar: College Experience for African American Men

DISSERTATION/THESIS COMMITTEE

- in progress Rutgers University-New Brunswick, Graduate School of Education
Wenylla Reid. Black Students' Perceptions of Career Services. EdD., Education, Culture and Society. (*dissertation proposal accepted*)

INVITED SPEAKING ENGAGEMENTS

- 2020 Moderator, West Orange Town Hall on Racial Justice, West Orange, NJ
Featured Speaker, CUNY Student Life Department, City University of New York
Guest Lecturer, Master of Art in Teaching Program, William Paterson University
Facilitator, White Fragility Book Club Discussion, Leadership Florida
Featured Speaker, Englewood Public Library, Englewood, NJ
Panelist, West Orange Schools: Diversity, Equity & Access Panel, West Orange, NJ
Guest Speaker, Higher Education Leadership Graduate Course, Stony Brook University
Podcast Guest Interview, Inclusion in Progress Podcast

- Featured Speaker, Human Relations Commission “Racial Injustice,” West Orange, NJ
Panel Member, NASPA Region II “Career Search During a Pandemic” Webinar
Guest Lecturer, Applied Human Resource Planning Course, William Paterson University
Guest Lecturer, Higher Education Class - PhD Program, Seton Hall University
Webinar: Promoting Student Emotional Health and Well-being, JED Foundation
Panel Member, Black History Month Opening Ceremony, William Paterson University
- 2019 Moderator, City University of New York Black Male Initiative Conference
Panel Member, Swarthmore College, Black Cultural Center
Keynote Speaker, New York Institute of Technology, Student Life Retreat
Podcast, NASPA – Student Affairs Voices from the Field
Webinar, NASPA Latinx Knowledge Community, Consejos y Consuelos Series
Keynote Speaker, Drew University, MLK Celebration Awards Luncheon
- 2018 Keynote Speaker, NASPA Region III Summer Symposium, Regional Conference
Featured Speaker, NASPA Region II Conf. Microaggressions in the Workplace
Keynote Speaker, Rutgers University Lead-Up Academy Banquet
Featured Speaker, National Orientation Directors Association Region 8 Conf.
Webinar Presenter, NASPA African American Knowledge Community Webinar
Keynote Speaker, New Jersey Women Lawyers Association Diversity Seminar
Lecturer, Rhode Island College Dialogue on Diversity 2018 Spring Lecture
Keynote Speaker, Watkinson School Dr. Martin Luther King, Jr. Day of Service
Panel Member, The Jackie Robinson Foundation Black College Student Success
- 2017 Keynote Speaker, St. Joseph College Women Empowerment Org. Summit
Keynote Speaker, Pace University Student Leadership Conf. (Pleasantville)
Invited Speaker, Rhode Island College, President Commission on Inclusion
Panel Member, NYU Staff of Color Network- Pathway to Chief Housing Officer
Panel Member, Metuchen, NJ Public Library, 13th Documentary Screening
Keynote Speaker, Essex Rising Social Justice Coalition Seminar, Orange, NJ
Invited Guest, Student Affairs Live, Higher Ed Live Network
Keynote Speaker, John Jay College, Peer Mentor Leadership Conference
Keynote Speaker, Ramapo College of New Jersey, Black History Month Banquet
Keynote Speaker, Hobart William Smith Colleges, Prof. Development Day
Keynote Speaker, Alfred Univ., Division of Student Affairs Prof. Development
- 2016 Guest Lecturer, Montclair State University, Resident Assistant Class
Panel Member, The New School, The Birth of a Nation Pre-Screening Discussion
Keynote Speaker, Rowan College at Gloucester County, Faculty/Staff Retreat
Keynote Speaker, Mid-Atlantic ACUHOI Inclusion Summit
Invited Speaker, Quinnipiac University Faculty and Staff Diversity Speaker Series
Panelist, Guttman Community College, Hypersexualization of Women in Media
Keynote Speaker, Rutgers University-New Brunswick, Residence Life Training
Webinar, ACUHOI (housing - student affairs) Professionals of Color Network
Keynote Speaker, New Settlement High School Career Program
Keynote Speaker, Watkinson School All School Assembly
- 2015 Featured Speaker, CSP Assoc. of NY State Urban Campus Institute
Panel Member, LaGuardia Community College, Career Links: Education Panel
Panel Member, Brooklyn College Career Center Graduate Student Panel
Guest Lecturer, College Prep for Kappa Alpha Psi Fraternity, Brooklyn, NY

- 2014 Invited Guest, Student Affairs Live, Higher Ed Live Network
Guest Lecturer, College of Staten Island, SEEK & College Discovery
- 2013 Guest Speaker, Univ. of New Haven Society Human Resource Management
- 2011 Featured Speaker, Northeast Regional National Assoc. of Campus Activities
Keynote Speaker, Massachusetts College of Art and Design Annual Ed. Forum
Keynote Speaker, G.R.A.D. Mentoring Program Seminar
- 2010 Keynote Speaker, Univ. of Massachusetts Lowell Student Org. Women's Program
Keynote Speaker, N.E.A.C.U.H.O. Professionals of Color & Allies Retreat
- 2008 Keynote Speaker, M.A.L.E.S. Student Org. Annual Banquet, ECSU

INVITED DIVERSITY TRAINING ENGAGEMENTS

- 2020 John Jay College – CUNY
Faculty Departments - Public Management, Sociology and Psychology
- 2020 University of Wisconsin-Milwaukee
USC Race and Equity Center Equity Institute's Implicit Bias Module
- 2019 Kent State University
USC Race and Equity Center Equity Institute's Implicit Bias Module
- 2019 Mt. San Jacinto College
USC Race and Equity Center Equity Institute's Implicit Bias Module
- 2019 Long Beach City College
USC Race and Equity Center Equity Institute's Implicit Bias Module
- 2019 North Central College
Diversity Task Force
Division of Student Affairs
Inclusive Organizational Culture Training
- 2019 Purdue University
USC Race and Equity Center Equity Institute's Implicit Bias Module
- 2019 North Central College
President Cabinet and Council
Trainer, Prioritizing Racial Equity and Identity Conscious Leadership
- 2018 University of Virginia
USC Race and Equity Center Equity Institute's Implicit Bias Module
- 2018 University of North Carolina Greensboro
Division of Student Affairs
Inclusion Workshops for Professional Staff
- 2018 Columbia University
School of Professional Studies
Identity and Workplace Seminar for Graduate Students

- 2018 Tufts University
Office of Greek Life
Implicit Bias Workshop for Student Staff
- 2018 Bay Path University
Office of New Student Orientation
Diversity Workshop for First-Year Students
- 2018 Rhode Island College
President Cabinet and President Extended Cabinet
Inclusion Plan Development
- 2017 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Orientation Student Leaders and Professional Staff
- 2017 PFK O'Connor Davis Accounting Firm
Diversity Council
Diversity Training for Accounting Firm Staff
- 2017 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for L.E.A.P. Student Leadership Program [2013-2017]
- 2017 New Jersey Institute of Technology
Office of Residence Life
Diversity Training for Resident Assistant Staff
- 2017 University of Iowa
Division of Student Affairs
Diversity Training for Professional and Student Staff
- 2016 University of Massachusetts Dartmouth
Division of Student Affairs
Diversity Training for Residence Life Student and Professional Staff
- 2016 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for First-Year Student Orientation [2015-2016]
- 2016 Quinnipiac University
Diversity Training for Faculty and Staff
- 2015 Southern Illinois University-Carbondale
Division of Student Affairs
Social Justice Training for Student Leaders
- 2015 Quinnipiac University
Division of Student Affairs
Diversity Training for Professional Staff

- 2015 Manchester Community College GEAR UP Alliance
Diversity Training for Higher Education Administrators [2014-2015]
- 2014 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Multicultural Student Organizations
- 2014 United Negro College Fund, Gates Scholars Leadership Academy
Diversity and Inclusion Workshop for Gates Scholars
- 2014 Kent State University
Diversity Webinar for Faculty and Staff
- 2013 Allegheny College
Diversity Workshop for New Student Orientation
- 2013 Allegheny College
Diversity Workshops for Faculty, Staff and Student Leaders
- 2013 University of New Haven
Diversity Training for Student Leaders
- 2013 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Resident Assistant Student Staff [2011-2013]
- 2012 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Resident Director Staff [2010-2012]
- 2012 Keene State College
University-Wide Diversity Training for Student Leaders
- 2012 Mount St. Mary University
University-Wide Diversity Workshop for Student Leaders
- 2012 Eastern Connecticut State University
Student Leadership Conference
Diversity Workshop for Student Leadership Conference Attendees
- 2011 University of Massachusetts Lowell
Office of Admissions
Cultural Competency Training [co-facilitated with Dr. Kathy Obear]
- 2010 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Resident Assistant In-Service
- 2010 Mount Ida College
Identity Development Workshop for Undergraduate Students of Color

INVITED CURRICULUM & PROGRAM REVIEWER

- 2019 Florida State University
External Review Team Member, NASPA Advisory Services
External Review – Division of Student Affairs Diversity and Inclusion
- 2018 University of Southern California, Race and Equity Center
Equity Institute Curriculum Development Team Member
- REC 725 – Messaging Commitment to Racial Equity and Inclusion
 - REC 730 – Identifying, Understanding, and Confronting Implicit Bias
- 2017 Hobart and William Smith Colleges
External Review - Intercultural Center
- 2007 Laboratory Institute of Merchandising
External Review - Department of Residence Life Diversity Plan and Goals

COMMUNITY ENGAGEMENT

- 2020-Present Trustee At-Large, Board of Trustees
The Unitarian Universalist Congregation at Montclair
- 2020- Present Vice President, Diversity Task Force, Parent Teacher Association - St. Cloud Elementary School
2020-2021 Executive Board Member
- 2019-Present Commissioner, West Orange Human Relations Commission
- 2018- Present Member, Diversity, Equity & Access Committee
West Orange School District
- 2005-Present Alpha Phi Alpha Fraternity
Past Mentor, Alpha G.E.N.T.S. Kappa Xi Lambda Mentoring Program
Past Executive Board Member
- Gamma Zeta Lambda Chapter (Secretary)
 - Kappa Xi Lambda Chapter (Secretary)
- 2019-2020 Membership Chair, Parent Teacher Association - St. Cloud Elementary School
2019-2020 Executive Board Member
- 2018-2020 Religious Education Teacher, The Unitarian Universalist Congregation at Montclair
9th Grade Coming of Age Class
Mentor, Coming of Age Youth Class
- 2017 Provocative Discussion Guest Speaker (May 2017)
Essex Rising Social Justice Coalition
Essex County (New Jersey)

Biography

Dr. David E. Jones

Dr. David E. Jones is the Chief Diversity Officer and Director of Talent Management at William Paterson University in Wayne, New Jersey, where he leads an institutional diversity agenda to create an inclusive campus community. Regularly invited to organizations to serve as a diversity consultant, strategist, speaker and trainer, Dr. Jones has served on the teaching faculty for the Equity Institute at the University of Southern California Race and Equity Center since 2018. David holds a doctorate of education in organizational leadership and communication from Northeastern University, a master of education in college student affairs from the University of South Florida, a bachelor of science in communications from Eastern Connecticut State University and is a member of Alpha Phi Alpha Fraternity, Incorporated. Prior to his position at William Paterson, his career includes serving in higher education leadership roles at Rutgers University-New Brunswick, City University of New York, University of Massachusetts Lowell, New York University and University of South Florida.

Dr. Jones has maintained an active leadership agenda with the National Association for Student Personnel Administrators (NASPA), presenting regularly at regional and national conferences and previously serving on the NASPA Region II Board as the Representative for the Professional Standards Division and Co-Chair for Strategic Initiatives. He currently serves NASPA as a leadership team member and faculty for the African American Male Summit and co-director and co-founder for the NASPA Ujima Institute. Previously, Dr. Jones has served on the NASPA Region II conference planning committee, faculty member for the NUFP Dungy Leadership Institute and an institutional external review team member with NASPA Advisory Services. Most notably, Dr. Jones was previously a keynote speaker for the NASPA Region III Summer Symposium.

David specializes in diversity, equity and inclusion, with an interest on the intersection of identity and leadership. His work in this area is highly regarded and as a result, he has been the recipient of several regional and national awards such as the NASPA Doris Ching Award for Excellence as a Student Affairs Professional, Social Justice Educator Award for ACPA's Commission for Social Justice Educators, Mid-Level Professional Award for NASPA's African American Knowledge Community and NASPA Region I's Network for Educational Equity & Ethnic Diversity Award. He has delivered over 100 educational sessions, workshops or keynotes at conferences, postsecondary institutions, corporations and non-profit organizations, nationwide. Dr. Jones has been a selected speaker for the NASPA SA Speaks Series and a faculty intern for the Social Justice Training Institute. Published in *The Journal of College Student Development*, Dr. Jones has also appeared on the Higher Ed Live Network Student Affairs Live show.

Concurrent to his professional work, David remains actively engaged in his community. He currently provides township leadership for West Orange, New Jersey where he serves as a Commissioner for the West Orange Human Relations Commission and a member of the West Orange School District Diversity, Equity and Access Committee. Additionally, David previously served as Membership Chair for the Parent Teacher Association executive board at his children's school and currently holds the position of Vice President for the Diversity Task Force on the Parent Teacher Association executive board. David is a Member-At-Large for the Board of Trustees at the Unitarian Universalist Congregation at Montclair, New Jersey, where he also previously served as Religious Education Teacher for the 9th Grade Coming of Age Class. A native of Brooklyn, New York, David currently lives in a suburb of New York City with his wife, Dr. Stephanie Laudone Jones, an Assistant Professor of Sociology at the City University of New York Borough of Manhattan Community College and their three children, Jacob, Sophia and Natalia. To learn more about Dr. Jones, visit www.davidearljones.com.