

Caitlin Hawkins

As a community social worker, Caitlin is passionate about creative, authentic engagement in workplaces and communities. Her educational and professional experiences in community development and higher education lead her to the understanding that relationships matter, and that relationships with people who are different from ourselves provide opportunities for immense growth and collaboration, as long as we know how to harness those connections. Caitlin is especially proud of her ability to approach systems and partnerships with grace, enthusiasm, diplomacy, and a critical eye. At The Diversity Center of Northeast Ohio, she works alongside businesses and organizations through every step of the consulting process and engages staff in customized workshops around the topics of Diversity, Equity, and Inclusion. Caitlin works with the express intention of facilitating the growth of inclusive and equitable workplaces.

EXPERIENCE

Caitlin's project experience includes:

- *Conducts organizational need assessments and designs organizational development initiatives that center on diversity in the workplace*
- *Facilitates workshops and community conversations in non-profit organizations, corporations, government entities, and community settings*
- *Implements Restorative Practices in organizations and school systems*
- *Leads focus groups, appreciative inquiry-based strategic planning processes, and policy/procedure analysis from a diversity, equity, and inclusion lens with client organizations*
- *Researches and designs curriculum in alignment with best practices in the field of Diversity, Equity and Inclusion, and adult learning*
- *Analyzes evaluation data using SPSS to create customized reports to measure program success*
- *Provides keynote speeches and expertise on roundtables as a representative of The Diversity Center of Northeast Ohio*
- *Executive Coaching for diversity, equity, and inclusion*

BACKGROUND

Caitlin has a Master's of Science in Social Administration (MSSA) and Master's of Nonprofit (MNO) Organization from Case Western Reserve University in Cleveland, Ohio. Throughout her education she concentrated specifically on Critical Race Theory and Feminist Theory.



AREAS OF EXPERTISE

- Diversity, Equity, and Inclusion in the Workplace
- Group Facilitation
- Program & Curriculum Development
- Community Engagement & Network-Centric Organizing
- Visual Storytelling, Oral Histories, Academic Research

EDUCATION AND CERTIFICATES

M.S. Social Administration (MSSA)

Community Social Work
Mandel School of Applied Social Science
Case Western Reserve University
Cleveland, OH

Master of Non-Profit Organizations (MNO)

Organizational Management/Leadership
Mandel School of Applied Social Science
Case Western Reserve University
Cleveland, OH

- Nu Lambda Mu Honor Society
(Nonprofit Management Honor Society)

B.A. Women's and Gender Studies

Wheaton College
Norton, MA

Certificate in Executive Coaching

Weatherhead School of Business
Case Western Reserve University

Restorative Justice Practices Training

Int.'l Institute for Restorative Practices

PRISM: A Racial Justice Learning Lab

Neighborhood Connections