

Kei Graves, MH

Kei Graves (he, him, his) serves as a Diversity, Equity, and Inclusion Consultant for Educational Institutions through *SHIFT* Consulting at The Diversity Center of Northeast Ohio. Kei's work at The Diversity Center focuses on developing and facilitating meaningful professional development opportunities for educators on a variety of subjects, emphasizing diversity, equity, and inclusion strategies; culturally responsive teaching/pedagogy, and best practices. Kei also provides consultation for other organizations in the for-profit and non-profit sector.

A scholar-practitioner and grassroots organizer, Kei is devoted to the eradication of oppression, prejudice, and bigotry. He believes that change can occur through dedicated education, intentional engagement, and purposeful dialogue around sometimes difficult topics.

Kei's praxis (a blend of theory and practice) is driven by Oppression Theory, Critical Race Theory, and culturally responsive pedagogy. He believes in a collaborative and transformative approach to change and actively works to drive progress in Northeast Ohio.

BACKGROUND:

Kei's passion for social justice ignited during his two service terms in AmeriCorps. In AmeriCorps, Kei coached first-year and marginalized students in community college towards setting and meeting their completion goals. He serves as an adjunct faculty at several institutions teaching: Diversity and the Liberal Arts, Liberal Arts, Introduction to Humanities, and First-Year Experience. Kei has also led the design and implementation of diversity, equity, and inclusion strategic planning for a Northeast Ohio college. Throughout his career, he has worked within educational institutions and the community to improve conditions for marginalized groups. Kei current serves as the Board President of a local, grassroots LGBTQ+ advocacy organization.

EXPERIENCE:

- *Leadership, development, and implementation of strategic plans centered on diversity, equity, and inclusion initiatives within educational settings.*
- *Curriculum development and program facilitation for classes and workshops (including non-profits, for-profits, and educational institutions).*
- *One-on-one coaching on a variety of subjects, including diversity, equity, and inclusion, goal setting, and more.*



EDUCATION AND CERTIFICATES

Ph.D. Candidate: Social Justice Education and Leadership

Union Institute & University,
Cincinnati, OH

Masters of Humanities

Tiffin University
Tiffin, OH

Bachelors of Fine Arts

Rocky Mountain College of Art &
Design
Lakewood, CO

Certificate in Coaching and Mentoring

Lorain County Community
College
Elyria, OH

TRAINING

Latinx Challenges Training

Racial Equity Institute (REI)

Groundwater Training

Racial Equity Institute (REI)

Bridges Out of Poverty

Lorain County Community
College

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Phone: 216-752-3000 Fax: 216-752-4974 Email: programs@diversitycenterneo.org



Dr. Amanda Cooper, PhD

Dr. Amanda Cooper serves as the Chief Program Officer at The Diversity Center of Northeast Ohio. Amanda's work at The Diversity Center focuses on the supervision of the program department and the implementation of organizational development initiatives with a diversity, equity, and inclusion lens. She specializes in the design and implementation of culture, change, and inclusion-focused initiatives.

Throughout Northeast Ohio, she partners with organizational leaders across a diverse set of industries, ranging in size from large multinational corporations to local area nonprofits. Some of her clients include: Squire Patton Boggs, ABB, The Cleveland Indians, John Carroll University, Twinsburg City School District, and Milestones Autism Resources. She also manages a team of passionate leaders as they bring The Diversity Center's message to schools and businesses across the state. Together, they support the development of productive, respectful, equitable, and inclusive cultures.

Dr. Cooper is also a qualitative researcher with experience conducting culturally responsive research in a West African setting. She volunteers as an International Psychology consultant for non-governmental organizations in Ghana and serves as an adjunct faculty member in The Chicago School of Professional Psychology's International Psychology PhD Program. At The Chicago School of Professional Psychology, she leads two online-blended international field experience courses that travel to Ghana and Peru. These courses focus on the practical application of IP theories and core competencies, as a group of students shadow her engagement with local NGOs.

Experience

- *Supervision of staff in the following departments: School and Youth, Higher Education and Young Adults, and SHIFT Consulting*
- *Lead on DCNEO curriculum design and workshop facilitation, program evaluation, and client engagement*
- *Specialization in cultural intelligence programming and facilitation of strategic planning centered on diversity, equity, and inclusion*
- *Facilitation of over 250 diversity, equity, and inclusion focused workshops*



EDUCATION AND CERTIFICATES

PhD International Psychology
Chicago School of Professional Psychology

M.A. Psychology
Cleveland State University
Cleveland, OH

Certificate in Diversity Management

Certified practitioner of the Herrmann Brain Dominance Instrument

Restorative Justice Practices Training
Int'l Institute for Restorative Practices

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Kaila “KJ” Johnson

At The Diversity Center of Northeast Ohio, KJ researches and designs diversity and inclusion programming for the Higher Education & Young Adults (HEYA) division of The Diversity Center. HEYA offers a variety of services and opportunities that emphasize young adult leadership development based in promoting multiculturalism, anti-racism, and accessibility in learning communities. Additionally, KJ organizes and facilitates diversity education programming for middle and high school conferences, summits, and retreats to equip students to be agents of change. KJ is dedicated to eliminating bias, racism, and bigotry through education, networking and establishing community partnerships between higher education institutions and the communities they reside in

Background

KJ was born and raised in Euclid, Ohio and is committed to advocating for literacy, justice, and the empowerment of Black, Indigenous, and other communities of color. During their time at Ohio Wesleyan University, KJ focused on Women and Gender Studies, Sociology/Anthropology, Black World Studies, and English. KJ looks forward to being a lifelong learner and aspires to establish a Cleveland co-operative community based in racial equity and education.

Experience

KJ’s project experience includes:

- *Diversity, Equity, and Inclusion program development and delivery for administration, faculty, staff, and young adults*
- *Facilitation of leadership development and skill-building for anti-racism and accessibility*
- *Strategy design and implementation for Equity and Inclusion frameworks in higher education*
- *Analysis of program evaluation data to measure program success and update programming objectives*
- *Community outreach to colleges, universities, and youth-serving organizations in northeast Ohio*
- *Program development and delivery for K-12 students in public and private schools*
- *Social media marketing and brand strategy*
- *Facilitation of diversity and inclusion programming in non-profit, for-profit, and social service agencies*
- *Provides keynote speeches and expertise on roundtables as a representative of The Diversity Center of Northeast Ohio*



EDUCATION AND CERTIFICATES

B.A. Sociology/Anthropology, Women and Gender Studies, Black World Studies, and English

Ohio Wesleyan University
Delaware, OH

Restorative Justice Practices Training

Int’l Institute for Restorative
Practices

PRISM: A Racial Justice Learning Lab

Cleveland Neighborhood Progress

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Caitlin Hawkins, MSSA, MNO

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.

Background

Caitlin has a Masters of Science in Social Administration (MSSA) and Masters 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.

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*
- *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*



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

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Jeff is proud to dedicate his career to community service and relationship building. As a community organizer in Columbus and Toledo Jeff worked to bring communities together around shared issues and common interests. He has organized alongside individuals and communities across racial, socioeconomic, and geographic lines in order to address pressing issues that affect their communities. He is also an experienced group facilitator, leading training programs with community leaders across the country. As a member of The Diversity Center, Jeff leverages his unique experience to bridge the gap between the non-profit and corporate world. With both community organizing and sales experience, Jeff is able to effectively listen to the concerns of potential clients and help them execute the best Diversity and Inclusion solutions for their organization. Jeff is passionate about making workplaces and communities more inclusive and equitable spaces, and is thrilled to have the opportunity to live out his values as a part of *SHIFT* Consulting.

Experience

Jeff's experience includes program facilitation, community organizing, sales, and project management. This includes:

- *Building and facilitating workshops for leaders at regional and national conferences*
- *Conduct organization needs assessments and design client centered solutions aimed at addressing their diversity, equity, and inclusion needs*
- *Development and implementation of marketing campaigns targeting a variety of industries including; manufacturing, technology, healthcare, non-profit and government entities*
- *Organizing logistics for SHIFT Consulting*
- *Managing research teams for local community organizations*
- *Assisting with program development and implementation*

Background

Jeff was a part of the DART Network of congregation-based community organizations from 2006-2011. During that time, he was consistently one of the top producing organizers in the network. After returning home to Cleveland, he was a sales associate for Allstate before joining The Diversity Center team. During his time at The Diversity Center Jeff has helped to build *SHIFT* Consulting, including more than doubling *SHIFT*'s revenue and number of active clients in just one year.



AREAS OF EXPERTISE

- Program Logistics
- Group Facilitation
- Organizational Relationship Building
- Customer Relationship Management
- Unconscious Bias in the Workplace
- Diversity and Inclusion Needs Assessment

EDUCATION AND CERTIFICATES

- B.A. Capital University
- DART Organizer's Institute
- PRISM: A Racial Justice Learning Lab-- Neighborhood Connections

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