

PROFESSIONAL EXPERIENCE:

AFFIRMATIVE ACTION and DIVERSITY

- Collaborated with Campus Constituencies to create College and the State University of New York System Administration strategic diversity plans, which included goals, strategies, and assessment metrics. Lead the subcommittee to create the SUNY System Diversity Plan. Reviewed and made recommendations on the Strategic Diversity Plans of many SUNY campuses.
- Collaborated in writing the SUNY Board of Trustee Policy on Diversity, Equity, and Inclusion.
- Wrote award winning proposal to host LGBT conference at SUNY Albany.
- Received training on delivering Diversity and Inclusion workshops by the New York Office of Government Relations.
- Collaborated with the SUNY Office of Procurement to post a Request for Proposal seeking an Affirmative Action Plan Service Provider, which would create consistent, effective, and cost effective AAPs for all campuses required to prepare an annual AAP.
- Crafted affirmative action plans and developed the strategies to address underutilization.
 - Analyzed workforce utilization by race, gender, disability, and veteran status
 - Identified problem areas in process and procedures
 - Established goals if necessary
 - Developed the strategies to address underutilization, which included recruitment and retention plans
- Coordinated and developed strategies to ensure the continued compliance with relevant federal and state laws and regulations with respect to nondiscrimination.
- Developed relationships with individuals in organizations, community agencies, government agencies, academia, and leaders representing people of color; women; indigenous peoples, individuals with disabilities; Gay, Lesbian, Bi-sexual, Trans-gender individuals; veterans to enhance recruitment and retention of a diverse workforce.
- Advised the athletic department on gender equity and Title IX issues.
- Developed training materials and delivered trainings to employees of universities, non-profits, and for-profits corporations on issues of affirmative action, civil rights, disabilities, diversity, domestic violence, sexual harassment, Title IX, etc.
- Worked on the assessment of campus diversity and crafted a diversity strategy plan.
- Served as a resource to the campus constituent groups and community groups that are interested in the campus affirmative action programs.
- Provided advice and counsel on Section 504, Rehabilitation Act of 1973 (29 U.S.C. § 701 et seq.); American with Disabilities Act (42 U.S.C. 12101 et seq.) issues, and evaluated ADA requests for reasonable accommodations.
- Managed immigration issues, including visas petitions and J 1 Scholars program.
- Evaluated performance management, career paths, and training programs for exempt and non-exempt employees.
- Developed succession plans and performance management plans.
- Working on a committee to develop a model to increase the participation of students from underrepresented groups in STEM programs across SUNY campuses
- Collaborating with SUNY Albany's Institute for Global Indigeneity and members of its international scholars working group to address challenges facing indigenous peoples through research, mentoring opportunities and partnerships.

HUMAN RIGHTS:

- Researched the effects of immigration legislation and the enforcement of such legislation on the constitutional and human rights of indigenous peoples, living under international borders, who strive for recognition of their identities, their ways of life, freedom of movement, right to practice their religions, right to be treated equally and not be illegally discriminated against by governments or their citizens, and their right to traditional lands, territories, and natural resources.

HUMAN RIGHTS (cont'd):

- Assessed the actions of governments in according constitutional rights, as agreed by treaties and law, to a nation and its peoples, who have ceded the benefits of identity and tradition to governments in light of the historical events; to discuss democratic tradition, laws, treaties, and history as well as the ways these have changed for the indigenous peoples over time
- Strategized with Affirmative Action Officers (AAOs) of the State University of New York (SUNY) and executive staff on issues concerning the Americans with Disabilities Act, affirmative action, civil rights, domestic violence, immigration, LGBT+, Title IX, veterans, and the education barriers and constitutional/human rights issues of the indigenous peoples in NY.
- Planning committee member of the Arts and Human Rights Summer School of the Human Rights Research and Education Center (Fulbright host institution), whose inaugural theme was indigenous cultures at the University of Ottawa.
- Presenter for the 2016 October Conference on Iroquois Research and at the University of Ottawa

LABOR AND EMPLOYMENT PRACTICE:

- Successfully litigated cases before Immigration, state, and federal courts; and administrative proceedings by developing the litigation strategies, gathering the evidence, analyzing the evidence, investigating the claims, interviewing witnesses, and researching the applicable law.
- Crafted pleadings, briefs, discovery, memorandum of law, and opinions relevant to legal cases and clients' request.
- Drafted, implemented, reviewed, and administered civil rights, Human Resources and Affirmative Action policies and procedures to ensure compliance with federal and state regulations and corporate by-laws.
- Advised employers on compliance issues and assisted them in conforming their workplace practices and procedures to current laws.
- Provided advice and counsel to union management team in union arbitration matters.
- Managed collective bargaining agreements and general employee relations.
- Prepared materials, developed workshops, and trained staff and management teams on employment and civil rights laws, interviewing techniques, disciplinary procedures, USERRA, skills to conducting a thorough investigation, and union prevention plans.
- Negotiated and prepared contracts

EMPLOYMENT:

February 2016 – June 2016 **Fulbright Scholar Visiting Research Chair in Human Rights and Social Justice with the Human Rights Research Centre at the University of Ottawa**

- Conducted research on the impact of borders on indigenous peoples, whose territories are under such borders, particularly in the areas of human rights, immigration legislation and enforcement. While exploring fundamental human/constitutional rights and the practices of Aboriginal Peoples, divided by the Canada-US border, the research will assess denial or obstruction of rights and democracy for these populations in light of constitutional theory, politics, and through historical incidents, law, treaties, and fact; and the way these have changed for the Aboriginal Peoples over time to the present. Relevant stakeholders will be provided with a framework and method to understand and address the issues facing the Aboriginal Peoples divided by the Canada-US border. This research should result in developing best practices to address the barriers in education, employment, and identity faced by indigenous peoples.
- Presented and raised awareness of the challenges facing indigenous peoples living under borders through Common Law Speaker Series and class lecture; a public relations program created with upper class Communication students; meeting with Chair of Aboriginal Peoples Committee of the Canadian Senate, and meetings with community members.
- Developed relationships with indigenous peoples in Canada and the United States.
- Crafting a white paper to eliminate the disparity in tuition, health insurance, fees, financial aid, etc. caused by indigenous students being classified as "foreign students/alien" rather than as "domestic students/in state" residents.

July 2012 -
present

System – wide Chief Affirmative Action Officer for the State University of New York (SUNY)

- Wrote:
 - SUNY search guide to diversify and retain faculty and staff on SUNY campuses
 - revised SUNY community college presidential search manual to ensure compliance with statutes and to include diversity
 - request for proposals for a vendor to provide affirmative action plans and consultant services to the 64 SUNY campuses to decrease the cost of such services
 - SUNY policies, procedures, and documents relating to Affirmative action, civil rights, American Disability Act (ADA), Diversity, equal opportunity, Title IX, illegal discrimination procedures, and Domestic Violence Prevention.
 - the written strategies to address underutilization and ensure compliance
 - Analyzed workforce utilization by race, gender, disability, and veteran status;
 - Identified problem areas in process and procedures:
 - Developed strategies to address recruitment and retention plans lacking diversity indicators
 - Collaborated with the Affirmative Action Officers (AAOs) of SUNY's campuses to craft affirmative action plans and developed and implemented strategies to ensure the continued compliance with relevant federal and state laws and regulations with respect to illegal discrimination.
 - A section of the amicus brief which the Attorney General for NY submitted on behalf of several states in the US. Supreme Court *Fisher v. Texas* case (133 S. Ct. 241).
- Collaborated with SUNY Communication Director and Counsel to write SUNY's position statements on affirmative action issues, US Supreme Court cases, and other relevant civil rights issues
- Presented SUNY best practices in LGBTQIA at a conference and at SUNY Board of Trustee meeting based upon my research and needs assessment survey.
- Created and managed Affirmative Action Listserv to keep SUNY Affirmative Action Officers current on affirmative action, civil rights, and labor practices, issues, compliance, cases, laws, and trends.
- Resource to SUNY management, faculty and students regarding the non-discrimination complaint procedure and liaison with other state agencies on affirmative action and civil rights issues.
- Developed strategies for and crafted responses to alleged illegal discrimination complaints filed with courts and administrative agencies and addressed issues of indigenous students and staff.
- Worked with the Faculty Senate in support of studies/surveys dealing with institutional needs about recruitment of faculty and staff, campus climate, sexual harassment, etc.
- Developed training materials and trained employees of universities, non-profits, and for-profits corporations on civil rights, disabilities, diversity, domestic violence, sexual harassment, Title IX, human rights, etc. issues on policies and procedure that I created in some cases with collaboration with SUNY Counsel's office
- Provided guidance on immigration matters and applications of visas, green card, and J 1 Scholars petitions.
- Assisted in crafting SUNY's Board of Trustees Policy on Diversity, Equity, and Inclusion
- Collaborated with members of the SUNY System to develop and craft the strategic diversity plan to ensure diversity, equity, and inclusion at SUNY System Administration.

Member of the SUNY - wide Disability committee: Designed policies, procedures, and best practices to ensure accessibility, universal design, compliance, and emergency evacuation with ADA across SUNY.

Member of the SUNY - wide Labor and Employment committee: Designed guidance, policies, procedures, trainings to ensure compliance with state and federal laws applicable to civil rights, employment, and labor laws.

Member of the SUNY Faculty Senate Committee on Diversity: Worked on, developed policies, and guidance matters affecting diversity, equity, and inclusion

September
2011 –
2016

Arbitrator for Workers Compensation Board:

Adjudicate workers' compensation claims of designated employees of the Board and the State Insurance Fund.

EDUCATION:

SUNY at Buffalo, Faculty of Law and Jurisprudence, Juris Doctorate
University of Rochester, Bachelor of Arts

BAR ADMISSION

- New York State Courts
- United States District Court for the Western District of New York
- United States Supreme Court
- United States Tax Court
- United States Bankruptcy Court
- United States Court of Appeals for the Second Circuit
- Member of New York **State Advisory Committee to the United States Commission of Civil Rights** – Key drafter of report on Equal Housing Opportunities in New York: An Evaluation of Section 8 Housing Programs in Buffalo, Rochester, and Syracuse (www.usccr.gov), which addressed systemic issues in housing.
- Monroe County Healthcare Commission: Chair of Barriers to Health Care, analyzed data and wrote study of results, which were later presented before the Rochester, NY Health care community.
- Appointed, Rochester Environmental Commission to review all projects' impact on the environment. In one review, the City wanted to place a junkyard in the heart of the barrio. I educated my fellow commissioners on environmental racism. We denied the approval of the junkyard's request. Later, a recycle company went into the same area and provided employment for the people living in the barrio.

PAST PROFESSIONAL ACTIVITIES

- Co – regional director for the American Association for Access, Equity, and Diversity
- Center for Dispute Settlement: **Certified mediator**, who renders impartial work with parties to settle disputes confidentially within the NYS Unified Court System and in the community.
- Governor's Office of Employee Relations: Trained at the Employee Relations Institute in areas concerning employment law, disciplinary procedures, grievance procedures, arbitrations, PERB, etc.
- Monroe County Bar Association: Member of Academy of Law and Labor and Disabilities committee. Collaborated in preparing continuing legal education programs for bar.
- Finger Lakes and Monroe County Volunteer Legal Service Project **Pro Bono Attorney** – Represented individuals with bankruptcy, child support, housing, labor, Deferred Action for Childhood Arrivals, or predatory lending issues before state and federal courts.
- **U. S. Ombudsman for N.Y.:** Mediated disputes between employers and service people pursuant to the Uniform Services Employment and Re-employment Rights Act.

PUBLICATIONS

- In addition to the numerous briefs, pleadings, decisions which I have written as an arbitrator and hearing examiner, I was a key drafter of the Equal Housing Opportunities in New York: An Evaluation of Section 8 Housing Programs in Buffalo, Rochester, and Syracuse (<http://www.usccr.gov/pubs/sac/ny1099/main.htm>) and have written a study on the Barriers to health care, which was presented at Rochester Health Conference 2005.
- I have written alone or in collaboration many of the policies, procedures, forms, training workshop materials, and manuals currently being used by SUNY, including, but not limited to Search Manual for Community College Presidents, Conducting searches for Diverse Faculty and Staff, policies, procedures, Q &As for OFCCP compliance (<http://old.suny.edu/compliance/topics/employeehrcompliance/ofccpcompliance.cfm>); SUNY Discrimination procedure, etc.

OTHER LANGUAGE

Spanish, elementary French

PC SYSTEMS/SOFTWARE

Proficiency in SUNY HR Business Intelligence system, PeopleAdmin, Design2Learn, DOS, Macintosh, Microsoft Office, eportfolio (Mahara), Wiki, WordPerfect Office 12, Westlaw, Law Desk, and Lexis Nexis. Working knowledge of SPSS.