Facilitator: Maria Barluenga

Maria is an International Higher Education Project Manager, Intercultural Trainer and Consultant, with wide experience designing and managing projects and cross-cultural programs in higher education and private institutions in several countries. She currently works at UMass Medical School as a Global Health Project Manager for West Africa. Before that, she worked for 4.5 years as an Assistant Director of International Career Services and Management Instructor at the School of Management at Clark University. In that position she provided intercultural career advice and training, taught international management, global entrepreneurship and business and intercultural communication classes. Additionally, she has been a trainer at Clark University Diversity and Inclusion Certificate Program in 2018 and 2019. Maria has a Master of International Affairs from Columbia University, a Master in Financial Analysis from Universidad Carlos III in Madrid, and Bachelor in Business Administration and Management from Universidad de Oviedo in Spain.

Facilitator: Cherilyn Bonin

Cherilyn Bonin (she/her/hers) serves as the Director of Academic Support at Clark University. She holds a B.A. in English and a M.S. in Counselor Education. In her current role, she supervises a team of peer tutors and provides support to students who are struggling academically. As a bisexual woman who identifies as having a disability, Cherilyn also spends time within and outside of her day job advocating for LGBTQIA+ inclusion and the inclusion of folx with disabilities. In her free time, you can find Cherilyn singing high soprano with Worcester’s Salisbury Singers or watching Parks and Recreation. Her favorite book is a tie between Susannah Cahalan’s *Brain on Fire* and everything Sherman Alexie has ever written.

Facilitator: Constanza Cabello, Ed.D.

Dr. Constanza Cabello (Connie, for short) currently serves as the Vice President of Diversity, Inclusion and Community Engagement at Framingham State University. In this role she provides broad vision, leadership, management, counsel, and strategic planning to enhance the learning, living, and working community of all campus members. Her strong training background allows her to engage with students and employees in a variety of campus and organizational environments. She is currently on the teaching faculty for the USC Race and Equity Center Equity Institutes. She received a Master of Science in Counseling: Student Development in Higher Education from Central Connecticut State University and a Bachelor of Science in HDFS: Social Policy and Planning from the University of Connecticut. She completed the Doctor of Education in Organizational Leadership Studies program at Northeastern University.
Facilitator: Safire DeJong, Ed.D.

Keri “Safire” DeJong, Ed.D. is a Social Justice and Equity Specialist focusing on building equity and relational culture in schools. She works at the intersections of identities and systems to support the development of youth/adult partnerships that embody liberatory education.

Facilitator: Sharon de Klerk

Sharon de Klerk serves as Assistant Director, Student Accessibility Services at Worcester State University, Worcester, Massachusetts. Sharon brings over 20 years of work in higher education, disability/accessibility services. Prior to joining WSU in 2018, Sharon was Director, Student Accessibility Services at Assumption College. Sharon earned her undergraduate degree from the University of Massachusetts, Amherst and her Master's Degree in Public Administration from Clark University.

Facilitator: Armanthia Duncan

Armanthia Duncan is a proud native of Mississippi. She began her collegiate trajectory at Jackson State University, the historically black university in the state’s capital, studying political science under the tutelage of some of the state’s most ardent and influential civil rights activists. She was trained early to view her educational pathway as a vital tool to elevate the causes of racial uplift and liberation. She attended the University of Memphis where she earned two Masters of Arts degrees in both History and Sociology. During that time, she also earned a Graduate Certificate in Women and Gender Studies. Upon graduating from UoFm, she was accepted into the University of Massachusetts-Amherst’s Department of Sociology doctoral program, where she is currently ABD and the title of her dissertation which she plans to defend in Spring 2021 is "Wooden Nickels: AfroPessimism, Symbolic Organizations, and Contaminated Communities."

During her time at UMASS, she has worked on NSF-grant-funded research on job insecurity among New Haven, CT, black residents, worked as Co-Chair for the Graduate Student Union and Equity and Access Coordinator for Graduate Student Senate, and taught several courses including Social Inequality, Criminology, Gender and Crime, and Sociology of Law. Her research interests include sociology of race, racial inequality, Afropessimism, environmental justice, criminology, comparative historical sociology, sociology of health, and mixed methods research. She is currently the acting Dean for The Collegiate Academy at Hartford Youth Scholars which is a college readiness and access non-profit organization, and a Visiting Professor at Trinity College in the Department of Sociology.

Facilitator: Hayley Haywood

Hayley Haywood has served as a leader in higher education for over a decade, specifically centering equity and retention initiatives for the past five years. She formerly served as the Director of Multicultural and First Generation Student Support at Clark, and was recently promoted into a new role as Assistant Dean for Equity and Student Success. Hayley has engaged diverse constituencies in training and programming promoting equitable leadership, dismantling structural oppression, and engaging in proactive, inclusive student support. She is a Clark alum who also holds a Master of
Education in Counseling and Personnel Services from the University of Maryland College Park and is in pursuit of a doctorate in Organizational Change and Leadership through the University of Southern California.

Facilitator: Thekia Jackson

Thekia Cheeseborough Jackson is a social psychology doctoral student working with Dr. Nicole Overstreet. She is a proud alumna of Spelman College in Atlanta, Georgia and graduated with a Bachelor’s Degree in Psychology followed by an M.A in Psychology at Clark University. Broadly, her research focuses on how social identity and group membership shape minority individual’s experiences of prejudice and stereotyping and the implications that these experiences have for their overall well-being (i.e. interpersonal, socio-emotional, and health). Throughout her professional career, she has engaged in community involvement and activism. She has previously worked as a classroom teacher, student services coordinator, and founder of “B.E.S.T Moms: Building and Encouraging Success in Teen Moms”.

Facilitator: David Jones, Ed.D.

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 for faculty, students and staff. Regularly invited by 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. 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. 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. 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, and a bachelor of science in communications from Eastern Connecticut State University.
Facilitator: Megan Kersting, LMHC, PsyD

Megan is a licensed psychologist and licensed mental health counselor with over 20 years of experience in the mental health field. She received her doctorate in psychology at the Massachusetts School of Professional Psychology (now William James College), and holds her master’s degree in Counseling Psychology from Boston College, and a bachelor’s degree from Bowdoin College. In addition to her twelve years of clinical and administrative work at a community mental health agency (Riverside Community Care), she has held psychology internship positions in the counseling centers at Salem State College, Simmons College, and Boston University, as well as after-hours crisis management at Harvard University Mental Health Services. Areas of clinical interest include relationship issues, resilience, mindfulness, crisis management, transition to adulthood, and trauma. Outside of work, Megan enjoys hiking with her funny looking Labradoodle, listening to podcasts, and spending time with friends.

Facilitator: Néstor Noyola

Néstor Noyola (he/his) received his B.S. in Psychology from Brown University and his M.A. in Psychology from Clark University. He is currently a doctoral candidate in Clinical Psychology at Clark University. Overall, Néstor’s area of research includes understanding the mental health of sexual, gender and racial/ethnic minorities from an intersectional perspective, with a particular interest in risk for suicide and non-suicidal self-harm.

Facilitator: Francy Magee, Ed.D.

Francy Magee arrived in February 2016 to serve as the Assistant Provost and Dean of Students. Overseeing the Division of Student Affairs, she works to bring the various units together in a common vision of excellence that promotes student success and engagement at Clark. Francy’s professional career underscores her commitment to creating programs and services, in student affairs and with institutional partners, that engender students’ learning and leadership development in the context of their positive community participation. A practitioner-scholar whose research focuses on faculty and students’ collaboration on research projects, Francy contributes to the field of higher education through leadership roles as well as presentations and papers on student learning, professional leadership development, undergraduate research, faculty careers, and teaching. Prior to coming to Clark, Francy served as the Dean of Campus Life at New York Institute of Technology, where she was instrumental in developing policies and procedures related to campus crisis response, including Title IX, and was part of a leadership team that revitalized and transformed student life. She also served for a year as Acting Director of NYIT’s Division II athletic program. In addition, Francy has held leadership roles at Columbia University and Middlebury College. She earned her B.A. in German and communication studies from Randolph-Macon Woman’s College, an M.Ed. in counseling from the University of Virginia, and her doctorate in organization and leadership from Teachers College, Columbia University. Francy has taught undergraduate classes in student success and psychology, master’s level classes in communication, and is currently on the faculty of the higher education doctoral program at New England College.
Originally from Virginia and most recently from New York City, where she spent 15 years, Francy is an avid ice hockey fan, hiker, arts patron, and tea drinker. A resident of Worcester with her family, she loves spending time with her dog, is a self-proclaimed cat whisperer, and decent wood-stacker.

Facilitator: Fran Manocchio

Fran Manocchio serves as an Assistant Dean of Student Affairs and Director, Student Accessibility Services at Worcester State University, Worcester, Massachusetts. Fran brings 30+ years of work in social justice and human services to her position. Prior to joining WSU in 2011, Fran was Director of Human Rights and Disabilities for the City of Worcester and previously served as an executive director for two non-profit agencies. She earned her undergraduate degree in psychology and sociology from Merrimack College and a Master’s Degree and Certificate of Advanced Graduate Studies in Rehabilitation Counseling from Assumption College.

Facilitator: Tanya Mears, Ph.D.

Dr. Tanya Mears is an associate professor in the Worcester State University History and Political Science Department. There, she teaches courses on the African American experience in the British North American colonies and successor United States. A graduate of Historically Black Tuskegee University with a Bachelor of Science in History; Dr. Mears earned a Master’s and doctoral degree from the W.E.B. Du Bois Afro-American Studies Department at UMass, Amherst.
Dr. Mears’ scholarly interests include: Colonial New England, African American history, African American history to 1877, and the politics of Black hair. Dr. Mears was awarded an American Antiquarian Society fellowship for her outstanding research. Additionally, Dr. Mears received Worcester State University’s 2017 Diversity and Inclusion Award for her work with Worcester State University’s first generation university students and students of color. Dr. Mears is one of the developers of the Worcester State University Ethnic Studies Concentration. Dr. Mears’ forthcoming book analyzes short biographies, autobiographies, sermons, and narratives written in New England on the occasion of Black criminals’ execution during the colonial era and early republic period.

Facilitator: Romina Pacheco, Ph.D.

Romina A. Pacheco was born and raised in the Caribbean city of Maracay, Venezuela. Romina’s early work as an educator focused on teaching English as a Foreign Language, and Spanish as a Second Language. Romina’s career as an educator shifted when she migrated to the United States in her mid-20s where most of her work has concentrated in teaching Social Justice Education and Critical Multicultural Education in both institutions of higher education and the K-12 school system. Romina has a M.Ed. in Social Justice Education from the University of Massachusetts-Amherst, and a Ph.D. from New Mexico State University where she studied Curriculum & Instruction and Gender & Sexuality Studies. She currently works for the Collaborative for Educational Services, an educational non-profit, and lives in Bridgeport, Connecticut. One of Romina's biggest joy is raising her children Asha and Pierre Aristides.
Facilitator: ShaQuan Read

ShaQuan Read has been a trainer in the DICP since its inception. She began her career as an engineer, but always gravitated towards helping people and providing support to those in need. She received her BS in Environmental Engineering from Wentworth Institute of Technology and a MA in Counseling Psychology from Lesley University. For the past 18 years she has worked in higher education, both in student affairs, academic affairs, and an adjunct faculty member. ShaQuan is also the owner of ShaQuan Read Counseling and as a clinician she works with individuals and groups who are struggling with racial identity development and heal from oppression related trauma.

Facilitator: Taj Smith, Ed.D.

Dr. Taj Smith is Director of Diversity Education at Rochester Institute of Technology (RIT). He also serves on the steering committee for the Levine Center to End Hate. Prior to moving to Rochester, he worked at Xavier University (Cincinnati, Ohio) as the Director of the Center for Diversity and Inclusion for 4 years. While in Cincinnati, he served as a board member for Design Impact, a non-profit social innovation firm that uses the design field to equip leaders to address community issues. Prior to joining Xavier University, Taj was Assistant Director of the Davis Center at Williams College (Western Massachusetts). He coordinated the Intergroup Dialogue Program at the University of Massachusetts-Amherst.

A native of Paterson and Passaic, NJ, Taj earned his doctorate in Social Justice Education from the University of Massachusetts-Amherst, a master’s degree in Africana Studies from Cornell University, and a bachelor’s in Journalism and Mass Media Studies from Rutgers University. His assets and talents are empathetic listening, facilitating difficult conversations, consulting on cultural humility, strategic planning, curriculum development, teaching, understanding how systems of oppression function and engaging men in critical conversations about masculinity.

Facilitator: Peyton Wu

Peyton Wu (they, them) earned their Bachelors of Arts in History and a Certificate in LGBTQ Studies at the University of Maryland College Park and their Masters of Science in Student Affairs in Higher Education from Miami University. Prior to joining the Multicultural and First Generation Student Support team at Clark University as the Associate Director, Peyton served as a program coordinator within the Office of Ethnic Programs and Services at the University of Cincinnati. Peyton is passionate about equity, inclusion, social justice, and leadership and identity development. Peyton’s other interests include traveling, reading, watching sports, and exploring and eating different types of food.