**Tirrany J. Thurmond**

**[LinkedIn Profile](https://www.linkedin.com/in/tirrany-thurmond/)**

**SUMMARY OF QUALIFICATIONS**

High-performing leader with 10+ years of experience in higher education, counseling, and consulting- specializing in diversity, equity and inclusion (DEI), facilitation, and learning design. A credentialed practitioner and diversity facilitator dedicated to creating equity-minded leaders and a community of inclusion for our peers and constituents.

**PROFESSIONAL WORK EXPERIENCE**

**Idaltu Counseling & Consulting, LLC Baltimore, MD**

Founder and Principal Consultant September 2016-Present

* Spearhead large and small-scale equity and inclusion consulting projects that consist of assessing organizational climate, designing learning materials, facilitating equity dialogues, and debriefing organizations on DEI matters.
* Consult with leaders to design a scope of work that is comprehensive and deliverable.
* Assess organizational dynamics, DEI strategies, and structural values to formulate a plan to move the organization along the cultural leadership continuum.
* Design and facilitate customized learning experiences that enhance cultural awareness and understanding, DEI knowledge, and skills.
* Coach organizational leaders on strategies that foster inclusion and develop cultural competence at varying levels within the organization.
* Strategically collaborate with leaders to identifyits leadership challenges, strengths, and desired DEI goals.
* Administer the Intercultural Development Inventory (IDI) and other multicultural assessment tools to provide leaders with qualitative and quantitative insight on workplace morale.

**Anne Arundel Community College Arnold, MD**

Office of Inclusion, Diversity, Equity, Access and Leadership (IDEAL) November 2018-Present

Coordinator of Inclusive Excellence

* Design, implement, and coordinate diversity and inclusion educational learning curriculum and experiences for faculty and staff; entailing workshop facilitations, campus presentations, learning modules and other activities that promote cultural competence, anti-bias, anti-racism, and social justice.
* Cast the vision for the College’s equity and inclusion micro-credentialing program, which encompasses a scaffolded learning program filled with learning badges for staff, faculty, and administrators.
* Chair the Diversity Committee’s Onboarding Planning Team, which designs, implements, and assesses diversity and anti-bias curriculum for all new hires.
* Consult and coach faculty on the implementation of culturally relevant pedagogy by serving as a resource for the Educational Policies and Curriculum (EPC) committee.
* Collaborate with Student Services and Student Engagement to provide direct services to underrepresented populations aimed at increasing retention and completion.
* Provide guidance and support to campus organizations focused on diversity, equity, and inclusion.
* Implement theory-based approaches such as restorative justice, intergroup dialogue, and inclusive excellence practices to build capacity in College leaders.
* Designing the College’s inaugural diversity studies certificate for fall 2020 implementation.

**Mount St. Mary’s University Emmitsburg, MD**

Division of Student Life November 2016-October 2018

Director, Center for Student Diversity

* Provided strategic leadership for the Center for Student Diversity, which included vision and goal setting, program implementation and assessment.
* Managed the operational budget and student club funding; solidified $10,000 external funding.
* Supervised, trained, and led the Center’s office staff, which included an assistant director, 4 student workers, and 7 cultural affinity groups.
* Effectively communicated with the University’s President, Provost, and Dean of Students on matters of diversity, inclusion and equity on campus.
* Served on the Mount’s Inclusive Excellence Committee, an advisory committee to the President, designed to implement inclusive practices that support and enhance the entire campus’s cultural development.
* Collaborated with other campus entities to plan the University’s Diversity Action Plan for 2018-2019 year.
* Evaluated the impact university practices had on the recruitment, retention, and graduation of historically marginalized students, and collaborated with stakeholders to make strategic improvements.
* Counseled campus administrators on matters of campus inclusion and the development of a cultural competency plan for faculty.
* Facilitated culturally responsive teaching and learning workshops for faculty; implemented pilot training with First Year Symposium professors.
* Advised faculty on best inclusionary classroom practices and collectively planned cultural campus programming; delivered customized presentations and resource materials to meet their needs and capacity.
* Used Qualtrics, Cognito Forms, and MyMountHub (Involio) to assess program attendance, student demographics, and engagement.
* Established programs and services to assist, empower, and promote the success of students of color, first generation students, and other historically underrepresented populations on campus via academic/career advisement, bias reporting, and customized diversity trainings.
* Established programs that celebrated and brought awareness to marginalized identities. Planned cultural heritage and awareness month celebrations.
* Planned Welcome Week, Courageous Conversations, Mosaic Expo, Umoja Leadership Recognition and Senior Stole Ceremony, panel discussions, and hosted heritage month speakers/lectures and performers.
* Successfully organized and executed Unity, a week-long summer pre-orientation program for first year students; monitored the persistence and retention of these students; promoted regular academic check-ins and provided academic and social support.
* Advised the Black Student Union and the Allies (LGBTQ+) student groups.
* Mentored and advised the Center’s clubs and organizations on leadership, conflict management, program planning, and budgeting.
* Administered the Intercultural Development Inventory (IDI) to administrators and student leaders to assess cross-cultural competence; provided follow-up coaching and guidance.
* Collaborated with academic support leaders on the Mount Cares Committee to identify academically at-risk students; provided one-on-one counseling for these students; assessed their challenges and devised intervention plans.
* Advised and empowered student leadership via monthly professional development sessions, retreats, and conference participation.
* Trained and led 15 student leaders on an alternative break trip to Belize.

**Arkansas State University Jonesboro, AR**

Division of Student Affairs September 2015-October 2016

Director, Multicultural Center & Non-Traditional Student Services

* Led the strategic planning for the Multicultural Center & Non-Traditional Student Services. This included collecting and evaluating data significant to programmatic offerings and working with constituents to make improvements.
* Managed three fiscal accounts for the Multicultural Center; oversaw the disbursement of student fees for diversity and non-traditional student programming and developed plans to secure funding from other sources.
* Secured $10,000 from university partners for the creation of a diversity peer educator program.
* Developed and promoted co-curricular initiatives and programs to enhance students’ cultural competency.
* Spearheaded student programming that brought awareness to the needs of marginalized students, paying close attention to the needs of students of color, women, LGBTQA+, and students with disabilities.
* Advised Black Student Association (BSA) and Hispanic Outreach and Latino Appreciation (HOLA) student groups on campus programming; enhanced and empowered student leadership via training, conference participation, and scholarship funding.
* Organized cultural heritage month celebrations that highlight the contributions of racial minorities and gender and sexual minorities.
* Collaborated with the Office of Diversity and Office of Recruitment to host A-State Connection, the university’s overnight recruitment initiative that promotes college access for African American and Hispanic/Latino students from the Delta region of Arkansas.
* Identified professional and community-based organizations to expand the Center’s collaborative efforts. Solidified partnerships with the Sickle Cell Foundation, United Way’s Single Parent Scholarship Board, Hispanic Community Center, Strong-Turner Alumni Association, and the Immigrant Resource Center.
* Strengthened partnerships with on-campus entities such as the Counseling Center, Office of Career Services, Department of Social Work, and the College of Education and Communications to enhance students’ understanding of cultural identity and social justice.
* Designed diversity and inclusion curriculum for the First Year Experience program to assist freshman college students with transitioning.

**Georgia Southern University, College of Education Statesboro, GA**

Office of the Provost and Vice President for Academic Affairs November 2012-August 2015

Coordinator of Recruitment & Academic Advisor

* Provided academic counseling for a caseload of 200 students preparing for the Teacher Education Program following the Appreciative Advising model.
* Monitored students’ grades and progress to ensure their entrance into the Teacher Education Program.
* Supported students by providing career counseling/exploration and empowered them to explore majors that aligned with their passions and gifts.
* Connected students with campus and community resources to assist with career development, major exploration, employment needs, and financial needs.
* Planned academic success sessions throughout the semester for students and collaborated with Office of Career Services, Financial Aid, and Office of Registrar.
* Participated in university orientation to advise students on course scheduling and registration.
* Established partnerships with Teaching as a Profession Pathway programs in Georgia high schools to initiate the development of an education pipeline.
* Recruited students for the College of Education’s 5 undergraduate majors; planned visitation days and statewide conferences to attract students to a career in teaching.
* Served on the university advisory board to provide support and mentorship for first-generation students and students from historically marginalized backgrounds.
* Planned inaugural statewide student leadership conference for Georgia educators and future educators.
* Served on the Georgia Southern Advisory Team to cultivate professional development opportunities for academic advisors and success coaches.

**Georgia Southern University, Office of Admissions Statesboro, GA**

Division of Student Affairs and Enrollment October 2010-October 2012

Admissions Counselor –Minority & Central Georgia Recruitment

* Recruited freshman students, focusing primarily on Central Georgia and students of color.
* Directed all territorial recruitment travel planning, presentations, and attended statewide college fairs.
* Monitored a recruitment team and oversaw the progression of territory’s recruitment goals.
* Assisted with the recruitment and program implementation for the Eagle Incentive Program, a summer pipeline program for entering, academically at-risk freshman students.
* Served on various boards to advocate for historically marginalized groups--the Goizueta Foundation Scholars Fund committee to assist Hispanic/Latino students with earning degrees in education, and the College of Engineering and Information Technology to recruit minorities and women for STEM programs.

**Savannah State University, Office of Undergraduate Admissions Savannah, GA**

Division of Enrollment Management July 2009-September 2009

Admissions Specialist

* Increased the university’s enrollment by implementing specific marketing and recruitment strategies.
* Processed admission applications for entering freshman and transfer students.
* Provided general program advisement and admissions counseling.
* Maintained the electronic student records database.

**Savannah State University, College of Sciences & Technology Savannah, GA**

Outreach & Career Development Office June 2009- July 2009

STEM 360 Tutor/Mentor

* Provided mentorship and leadership to minority high school students enrolled in a summer pipeline program dedicated to STEM majors.
* Assisted with daily tutoring and enrichment and engagement activities to ensure academic success in the summer program.
* Served as a liaison between the summer participants and the program coordinator.

**EDUCATION & LICENSURE**

**Maryland Equity & Inclusion Leadership Program** December 2019

*State of Maryland Commission on Civil Rights*

*University of Baltimore,* Baltimore, MD

**Master of Education in Counselor Education,** *Emphasis:**Clinical Mental Health*  May 2015

*Georgia Southern University,* Statesboro, GA

**Bachelor of Science in Behavior Analysis**  May 2009 *Savannah State University,* Savannah, GA

**Maryland State Board of Professional Counselors & Therapists** Exp. October 31, 2022

*Licensed Graduate Professional Counselor LGP9060*

**AWARDS & SPECIAL RECOGNITION**

Georgia Southern University’s 40 Under 40 Nominee 2019

Georgia Southern University’s 40 Under 40 Nominee 2018

Jonesboro Sun’s Woman to Watch 2016

Advisor of the Year Nominee 2014

President’s Second Mile Award Recipient 2009

Miss Savannah State University 2008-2009

**CERTIFICATIONS & PROFESSIONAL INVOLVEMENT**

**Certifications**

* **Mental Health First Aid USA** July 2019 toPresent
* **Qualified Administrator**, Intercultural Development Inventory, LLC. February 2017-Present
* **Certified Safe Zone facilitator**, The Gay Alliance of Genesee Valley June 2016-Present
* **National Certified Counselor**,The National Board of Certified Counselors July 2017-Present

**Advisement**

* **Staff Facilitator**, Service Trip to Belize May 2017
* **Advisor**, Allies LGBTQ+ Student Group August 2017-Present
* **Advisor**, Black Student Union August 2017-Present
* **Advisor**, Hispanic Outreach and Latino Appreciation (HOLA) October 2015-October 2016
* **Advisor**, Non-Traditional Student Organization (NTSO) October 2015-October 2016
* **Staff Resident Scholar**, Alternative Break trip to Montego Bay, Jamaica March 2015

**Affiliations**

* **Member**, Anne Arundel Community College’s Diversity Committee November 2018-Present
* **Member**, Maryland Community College’s Diversity Roundtable November 2018-Present
* **Member**, Washington Regional Taskforce Against Campus Prejudice (WRTF) January 2017-November 2018
* **Member**, Mount’s Inclusive Excellence Committee December 2016 - November 2018
* **Member**, American Counseling Association (ACA) August 2014-Present
* **Member**, Student Affairs Professionals in Higher Education (NASPA) October 2015-Present
* **Member**, National Association of Diversity Officers in Higher Education (NADOHE) November 2015-2018

**Conference Attendance**

* University of Maryland-Baltimore County’s Restorative Practices Workshop January 2019
* Culturally Responsive Teaching and Learning Institute November 2018
* Maryland College Personnel Association Conference October 2018
* Kentucky Association of Professional African American Women October 2018
* Culturally Responsive Teaching and Learning Conference April 2018
* Washington Regional Taskforce Against Campus Prejudice’s Annual Symposium March 2018
* Maryland Student Affairs Conference February 2018
* NASPA Multicultural Institute December 2017
* Maryland College Personnel Association Conference October 2017
* An Equal Chance at Mental Health: Addressing the Well-Being of Students of Color February 2017
* Intercultural Development Inventory, LLC-QA Seminar February 2017
* National Council on Race and Ethnicity in Higher Education (NCORE) June 2016
* Association for Nontraditional Students in Higher Education (ANTSHE) April 2016
* SouthwesternBlack Student Leadership Conference January 2016

**COMMITTEES & SPECIAL ASSIGNMENTS**

**Committee Member & Presenter,** Maryland Cultural Proficiency Conference 2019-2020

**Committee Member,** 2020 Census Maryland College SummitPlanning Board 2020

**Participant**, Anne Arundel Medical Center’s GenerationNow: Impact Taskforce 2019-2020

**Committee Member**, Hispanic Leadership Symposium 2018-2020

**Search Committees:**

Assistant Dean for Nursing, School of Health and Human Sciences, Anne Arundel Community College 2020

Executive Assistant to the President, Anne Arundel College 2019-2020

Assistant Director for the Center for Student Diversity, Chair, Mount St. Mary’s University 2018

Assistant Director for the Office of Residence Life, Mount St. Mary’s University 2018

Assistant Director for the Office of Student Activities, Mount St. Mary’s University 2017

**PRESENTATIONS & FACILITATIONS**

Thurmond, T. (2021). *The decision* [Keynote address]. Johns Hopkins University Men and Women of Color Symposium, Baltimore, MD, United States.

Stroble, R., **Thurmond, T**. (2020). *When a Black man walks*. [Conference Presentation]. Anne Arundel Community College Social Justice Teach-in, Arnold, MD.

Thurmond, T. (2020). “BlackLivesMatter: The Impact of Black Killings on Our Mental Health”. *YouTube*. Uploaded by Tirrany Thurmond, May 2020. <https://youtu.be/JjADwk2dmUY>

Thurmond, T. (2020). *Let’s Talk About Race*. A facilitation for mentors who work with black children in foster care. Best Kids, Washington, D.C.

Biagas-Hamilon, K., **Thurmond, T.** (2020). *Engaging Students in Critical Discourse on Social Identities*. A facilitation for City Year-Philadelphia. Philadelphia, PA.

DeWitty, V., **Thurmond. T.** (2020). *Advancing Cultural Humility in Nursing Education*. A facilitation for the nursing faculty at the University of Wisconsin-Madison School of Nursing. Madison, WI.

Thurmond, T. EHDI Didactic Call- Care Coordination, Cultural Competency, and Deaf Culture. Early Hearing Detection and Intervention, 21 Jan. 2020. Webinar.

Thurmond, T. Diversity 101. Eastern Association of Student Financial Aid Administrators, 10 Dec. 2019. Webinar.

Biagas-Hamilton, K., **Thurmond, T.** (2019). *Cultural Competency & Advocacy*. A facilitation for Elevation Educational Consulting Group’s Professional Development Speaker Series held at the University of Maryland.

Thurmond, T. (Guest Speaker) & Boquin, E., Harris, E. (Hosts/Producers). (2019, August 26). Melanin & Mental Health [Audio podcast]. <https://www.melaninandmentalhealth.com/session-77-racial-battle-fatigue/>

Thurmond, T. (Guest Speaker) & Williams, A. (Host/Producer). (2019, July). Medicine in Color [Audio podcast]. <https://www.stitcher.com/podcast/anchor-podcasts/medicine-in-color>

Thurmond, T. (Guest Speaker) & Dixon, K.M., Edwards, A.M., Lewis, J.C., and Thompson, V.J. (Hosts/Producers). (2019, May 17). Blk Womyn Voices: Racism and Diversity Positions [Audio podcast]. Retrieved from <https://soundcloud.com/blkwomynvoices/racism-and-diversity-positions>

Thurmond, T. (2019). *Understanding Intersectionality and the Importance of Inclusive Language*. A facilitation for the Darrell Friedman Institute for Professional Development at the Weinberg Center. Baltimore, MD.

Thurmond, T. (2019). *Getting to Whole. The Value of Self Care*. A guest lecture for the V.O.I.C.E. at Mount St. Mary’s University. Emmitsburg, MD.

Thurmond, T. (2018). *A black girl like me*. A keynote addess at the Maryland College Personnel Association Conference (MCPA). Loyola University, Columbia, MD.

Thurmond, T. (2018). *Superwoman, your taxes are too high*. A presentation for the 2018 Kentucky Association for Professional African American Women Conference (KAPAAW). Lexington, KY.

Thurmond. T. (2018). *How tracing your roots leads to human understanding*. A presentation for the Day of Human Understanding Conference. Frederick Community College, Frederick, MD.

Thurmond. T. (2018). *My Journey to TEDx*. A FIRE Talk for the Annual SPARC Festival. Mount St. Mary’s University. Emmitsburg, MD.

Thurmond, T. (2018). *Culturally Responsive Teaching & Learning Education Town Hall Panel*. A panelist at the Culturally Responsive Teaching and Learning Conference, Linthicum Heights, MD.

Thurmond, T. (2018). *YANA: You are not alone*. A presentation at the Washington Regional Taskforce’s Annual Symposium, Frederick, MD.

Thurmond, T. (2018). *All skinfolk ain’t kinfolk.* A presentation for students at the annual Black Student Leadership Conference, Towson University, Towson, MD.

Thurmond, T. (2018). *Resiliency and Self-Discovery through Ancestral Research*. TEDxAugusta. Augusta, Georgia.  *February 3, 2018.*

Thurmond, T. (2017). *Why White Parents Don’t Talk About Race*. A presentation for Psychology 205 Lifespan Development course. Mount St. Mary’s University. Emmitsburg, MD.

Thurmond, T. (2017). *What is my identity, and how do my perceptions affect me?* A presentation for pre-service education students. Mount St. Mary’s University. Emmitsburg, MD.

Thurmond, T. (2017). *Enhancing Diversity Capital in Pre-Service Teachers*. A presentation for education majors enrolled in field placements. Mount St. Mary’s University. Emmitsburg, MD.

Bolen, R., **Thurmond, T.**, Wolfe, T. (2017). *Race Relations Workshop*. An awareness and skill-building workshop of community activists and anti-racism allies. Frederick, MD.

Thurmond, T. (2017). *How Black are you? An introduction to Dr. William Cross’ Nigrescence and Black Identity Development Model*. A presentation for members of the Black Student Union. Mount St. Mary’s University. Emmitsburg, MD.

Lockhart, J. & **Thurmond, T**. (2016). *Minorities and Mental Health: Best Practices and Ethics*. 4th Annual Delta Health Disparities Conference hosted by Arkansas State’s School of Social Work. Jonesboro, AR.

Thurmond, T. (2016). *Diversity and Sensitivity Training*. A presentation for graduate resident hall directors. Arkansas State University, Jonesboro, AR.

Thurmond, T. (2016). *Diversity and Cultural Awareness Training.* A presentation for Upward Bound tutor-mentors. Arkansas State University, Jonesboro, AR.

Thurmond, T. (2015). *Girls are…Boys are…Myths and Stereotypes about Gender.* 14th Annual High School Leadership Conference. Arkansas State University. Jonesboro, AR.

Thurmond, T. (2015).*Mental Health: Preparing for Montego Bay, Jamaica*.A presentation for college students preparing for an alternative break trip to Jamaica with a social advocacy focus on mental health.

Thurmond, T. (2015). *Dream: Using Appreciative Advising to encourage your students to dream.* Training and workshop for the University’s professional academic advising staff. Georgia Southern University. Statesboro, Georgia.

Thurmond, T. (2014). Responding to White Privilege: Unpacking the Invisible Backpack by Peggy McIntosh. First Year Experience 1220. Georgia Southern University. Statesboro, Georgia.

Baker, R., Boatman, T., Curley, C., **Thurmond, T**., (2014). *Analyzing Different Academic Advising Models: Appreciative Advising, Advising as Coaching, Advising as Teaching, and Intrusive Advising.* A professional development workshop for on-campus academic advisors. Georgia Southern Advisor Training. Georgia Southern University. Statesboro, Georgia.

Thurmond, T. (2014). *Let’s Talk About Race and Racism.* Guest lecturer for an Introduction to Sociology course. Ogeechee Technical College. Statesboro, Georgia**.**

Thurmond, T. (2012). *What Are Colleges Looking For?* Workshop conducted for parents and students preparing for college. KIPP Metro Atlanta. College Summit. Atlanta, Georgia.

Perez, J. **Thurmond, T**. (2011). *Been There, Done That*. Lectured to high school leaders at a youth summit on college preparedness. C5 Georgia Youth Leadership Summit. Atlanta, Georgia.