

Shani Barrax Moore, CCDP/AP

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As a veteran diversity and inclusion practitioner, change agent, and administrator, I have had the pleasure of working across sectors to recognize, build, integrate, and promote sustainable diversity and inclusion initiatives in higher education, as a consultant to multiple organizations, and as a partner with several corporate entities. At the foundation of my career's success is my experience in marketing and public relations paired with the ability to launch, develop, and sustain strategic initiatives with my interpersonal, communication, thought leadership, community engagement, social responsibility, and relationship development skills; attention to the people side of change leadership; and leveraging diversity, inclusion, and belonging as a branding strategy. My broad experience in internal and external relations and program and project management includes working with corporate entities as strategic partners in addition to municipalities, non-profits, government agencies, law enforcement, K-12 education, and colleges and universities. I excel in navigating the opportunities and challenges of changing demographics with organizational culture as reflected in policies, programs, and practices. Having led three institutions (K-12, community college, and tier one research institution) through a quantitative and qualitative climate assessment leading to a data-informed strategic plan for diversity and inclusion, I understand the complexity of integrating diversity, equity, and inclusion considerations within multi-functional organizations. My strategic leadership skills are well-paired with my training and development acumen, underscored with a focus upon cultural humility and self-reflection that facilitates practical application to business goals.

In my most recent roles, I have managed cross-functional teams to lead a comprehensive diversity and inclusion operation for multi-unit institutions. As the inaugural Director of Diversity and Inclusion for the University of North Texas I developed an institution-wide diversity and inclusion program, including employee resource groups, executive development, and integration of efforts through policies, programs, practices, and people; at Tarrant County College District, I built the existing infrastructure for diversity, equity, and inclusion, creating the roles of Office of Institutional Diversity and Inclusion Associates - functional staff who assisted with addressing areas such as accessibility, web-based training, mentoring and development, and curriculum. I am also familiar with the progression towards one unified college with several campuses due to my tenure at TCCD.

My training and development efficacy is evident in [feedback from participants](#) who are most often pleasantly surprised at my passion for this work, ability to illustrate an equity vision, and to create safe spaces for difficult conversations that encourage use of individual and collective spheres of influence to create intentionally inclusive and equitable living, learning, and working environments.


These include a [virtual training inventory](#), trainings for supervisors in creating inclusive and equitable working and learning environments, search committees for inclusive recruitment and hiring practices, and training for executive leadership. My efforts to create pipeline programs for collaborative talent acquisition and talent management strategies have resulted in such trainings becoming available to companies such as Peterbilt, Comerica Bank, Sally Beauty, Hilti, EY, and Fidelity Investments. I even led [a conversation with Hilti's CEO about anti-racism](#) for all its employees and served on a [INSIGHT into Diversity national panel about race relations between African American and White women in higher education](#) that reached 15K views! Most recently, I was selected as the diversity, equity, and inclusion consultant for North Texas Community College Consortium (NTCCC) and deliver [NTCCC webinars](#) that will guide institutions towards anti-racism training and institutional transformation during the 2020-21 academic year and beyond.

As an implementation of Tarrant County College District's Strategic Plan for Diversity and Inclusion, I created a data-driven six-module employee training and development series called *Foundations of Diversity and Inclusion* facilitating cognizance and developing competencies around areas such as cultural humility, bias awareness, inclusive language, privilege and oppression, and change visioning and leadership; this has been adapted at the University of North Texas through [Inclusion, Equity, and Community Building](#). Through the development of a comprehensive training inventory and training request process where I conduct consultations and customize learning and development plans based upon departmental needs - and in some cases, in collaboration with the Office of Equal Opportunity as the result of individual or departmental investigations - I serve as an internal partner for developing and delivering department and division-specific training and development. I helped to develop dialogue-based programming such as our Unlikely Allies program cultivating bonding and bridging capital among and between racial identity groups to begin cultivating reflection, understanding, and allyship to achieve a more inclusive and equitable organization.

In my last three roles as a lead diversity and inclusion practitioner, I have built infrastructure and programming based upon institution-specific climate assessments with a goal of identifying strengths and areas of opportunity around diversity, equity and inclusion. These are executed with strategic plans including focus areas around institutional infrastructure and practices (including the development of unit-specific diversity and inclusion councils, and task forces, and action plans), training and development, and institutional climate and intergroup relations. At the University of North Texas, I led the institution's first-ever [Campus Inclusion Climate Survey](#) leveraging the relationship between equal opportunity and diversity and inclusion to integrate a trend analysis of employee relations investigations, disability accommodations, and policy recommendations that address institutional climate. The survey's deployment under my leadership led to UNT featured as a best practice for inclusion and data collection at the National Association of Diversity Officers in Higher Education (NADOHE) Conference, including being the first institution to practice intentional inclusion by translating the survey to Spanish, developing improved data collection methods through more effective assessment questions, and achieving the highest response rate of any institution having used the survey tool through my marketing and branding efforts. UNT also received the [Higher Education Excellence in Diversity \(HEED\) award](#) for the last three years as the result of my efforts.

Demonstrated results of my efficacy developing internal and external strategic partnerships include recruitment of corporate, non-profit, and academic agencies as program partners, developing relationships with grant-awarding foundations that contribute to the financial sustainability of externally funded organizations, and creating a national presence and awareness of program success and proof of concept. These skills are particularly evidenced in my lead role rebranding the [UNT Equity and Diversity Conference](#), which includes the development of a conference promotional video, addition of a corporate track of workshops to meet the talent management needs of corporate and governmental entities; sponsorship opportunities allowing companies and organizations to receive the benefit of customized diversity and inclusion training; and a career fair leveraging UNT's emerging Minority Serving and Hispanic Serving institution status as a partner in talent acquisition. Last year's conference featured a strategic partnership I created with a local car dealership (Honda of Denton) to offer a new vehicle as an incentive for student participation in UNT's first-ever [Campus Inclusion Climate Survey](#). I also created a partnership with the College of Journalism and Denton Community Television resulting in a television program I host called "[Social Justice and Community Engagement](#)," which positions the university as a resource for community change agency by highlighting diversity and inclusion programming. Similarly, I served as a co-producer and narrator for [the UNT Multicultural Center's 25th Anniversary video](#).

My external relations skills are matched by my efficacy connecting employers with educational institutions, an added benefit to a company seeking the best talent. I'm also experienced with implementing inclusive and equitable hiring and recruitment practices, including qualification and quantification of diverse hiring pools, analysis of existing employee composition, and assessing and addressing hiring and recruitment gaps. At the University of North Texas, I lead efforts to conduct exit interviews with departing employees to determine institutional climate, and meet with potential employees who have an interest in the university's institutionalization of diversity, equity and inclusion efforts as I did as Director of Diversity and Inclusion for Cary Academy. I also partner with the Office of Equal Opportunity regarding search committees, Title IX hearings, and training that facilitate a more intentionally inclusive working environment that contributes to recruitment, retention, and educational equity for our students. At Cary Academy, I worked directly with the Office of Admissions serving on admissions committees and creating recruitment and retention strategies for underrepresented students. I actively participated in admissions events to help brand diversity, inclusion, and equity as part of the institution's organizational DNA, and actively engaged students and employees via affinity groups and other identity-based retention strategies such as Safe Space Ally Training.


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Summary

Multi-skilled professional with more than 20 years of experience in strategic diversity and inclusion program management, recruitment and talent pipeline expansion, training and development, external relations and community engagement, and academic administration and instruction.

EQUITY, INCLUSION, AND ORGANIZATIONAL DEVELOPMENT

- Collaborate with Equal Opportunity regarding investigations and Affirmative Action Plans to conduct trend analysis and provide responsive training, programming, and policy recommendations.
- Liaise with faculty and staff committees regarding identity-based equity issues such as faculty Committees on the Status of Women, People of Color, and Lesbian, Gay, Bisexual and Transgender employees.
- Liaise with Pride Alliance (LGBT Center) for policy development and review of items such as inclusive housing, gender-neutral bathrooms, pronoun use, and inclusion in overall diversity training programs; provide programmatic and budget support for new LGBT employee resource group.
- Liaise with entities such as Office of Disability Access and ADA Coordinator to conduct audit of institutional accommodations such as assistive technology, interpreters for trainings and programming, and implementation of Universal Design.
- Infuse considerations of analysis for identity-based experiences such as disability accommodations, LGBT, people of color, veterans, religious diversity, and national origin into institutional data collection for intentionally inclusive policies, programs, and practices and organizational culture.
- Collaborate with task-based personnel to assess and address institutional accessibility needs and accommodations; and identify any needed training, development, and implementations.
- Liaise with departments across the institution for inclusive talent pipeline development; conduct exit interviews with separating employees to determine trends in departmental and organizational culture impeding recruitment and retention.
- Created structure and intake process for response to bias-related incidents and co-lead Climate Response Team.
- Serve as national subject matter expert on issues of institutional diversity, equity, and inclusion through keynotes, publications and conference presentations.

STRATEGIC AND ACTION PLANNING

- Created institution-specific climate assessment tool for the University of North Texas (UNT) and Tarrant County College District (TCCD), and Cary Academy to determine strategic focus; conducted data analysis and engaged key stakeholders in strategic planning. Developed institution-wide Strategic Plan for Diversity and Inclusion around areas of institutional infrastructure and practices, employee training and development, and institutional climate and intergroup relations. Presented campus-based and institution-wide data pertaining to Strategic Plan for Diversity and Inclusion.
- Serve as advisor to senior leadership regarding development and execution of large-scale diversity and inclusion strategy based upon institutional goals. Facilitate large-scale institutional collaboration to integrate strategic plan implementations around diversity, equity and inclusion into policies, practices, and programs in units' respective areas. Create, manage, and evaluate budget for program impact, return on investment and efficacy.

(Strategic and Action Planning, continued)

- Facilitate creation of campus-based Diversity and Inclusion Councils. Guided action planning process and use of campus-based assessment data to create 3-year action plans. Created implementation and monitoring strategy, and facilitated buy-in from senior leadership.
- Seek grant funding opportunities, write and collaborate on grants to expand programmatic capacity of diversity, equity, and inclusion efforts.
- Served as resource and model for National Association of Independent School (NAIS)-member strategic and action planning across the country via membership on Executive Committee of *Call to Action*, which plans and directs the Association's strategic diversity initiatives. Edited and contributed to diversity practice handbook. Served on regional accreditation teams (SAIS, SACS).

PROGRAM MANAGEMENT AND INFRASTRUCTURE

- Lead the planning and delivery of the [UNT Equity and Diversity Conference](#), including sponsorship development, curriculum development, implementation of new event planning software, and marketing. Secured conference's first ever external sponsorships resulting in development of strategic partnerships. Expanded scope to include a corporate track of workshops, career fair, livestreaming of keynotes and interactivity through social media.
- Serve as lead project manager on university-wide special events and commemorations such as the [UNT Multicultural Center 25th anniversary](#) and 65th anniversary of integration; work with corresponding groups such as alumni relations, advancement, and marketing. Served on district-wide planning committees for heritage programming and celebrations (Celebrating Strides African American Heritage, Abrazando Al Exito Hispanic Heritage, LGBT programming, etc).
- Supervised operations of Office of Diversity and Inclusion, LGBT and Multicultural Centers, including program alignment, academic partnerships, and budget oversight. Created staffing infrastructure of TCCD Office of Institutional Diversity and Inclusion Associates with focus areas in engagement, curriculum, training and development, operations and infrastructure, accessibility, Safe Space (LGBT programming), and web-based training. Deliver appropriate training and evaluation.
- Led the restructuring and development of employee resource groups and their functions, including programming, professional development, and student and external relations.
- Created dialogue-based racial reconciliation and ally development program focused upon bridging and bonding capital among people of color and white participants called "Unlikely Allies." Created community-based curriculum for trust building and reconciliation between law enforcement and communities of color through cultural humility as part of UNT Dallas's Community Leadership Academy.
- Oversaw implementation of TCCD action-plans and all related programming, conducted program and service delivery assessments and report progress to key stakeholders, including senior administration and governing bodies. Led Diversity and Inclusion Council Core Team to facilitate program implementation.
- Worked with key stakeholders and leadership to facilitate institutional equity component for "Achieving the Dream," a national initiative focused on closing academic achievement gaps in community colleges.
- Expanded Cary Academy's affinity group initiatives through community education from one existing parent group to an array of student, parent, and employee network groups. Realigned employee resource groups at UNT.

(Program Management and Infrastructure, continued)

- Oversaw the creation of the *Cary Academy Committee on Multicultural Initiatives and Diversity Courage Award* presented annually to a Triangle-area community member promoting diversity, multiculturalism, equity, and justice, resulting in positive television and print media coverage for the school.
- Served on Cary Academy admissions committees and integrated diversity and inclusion as part of the institutional branding strategy for existing and potential students.
- Led and managed all programs and operations of community-based Triangle Racial Justice Initiative. Recruited participants and trained facilitators for Study Circles on Race and Ethnic Relations. Led task forces around education, criminal justice, and media monitoring. Served as community resource around diversity and inclusion initiatives. Created strategic partnerships with government, non-profit, for-profit, and professional agencies. Wrote proposals and managed donor relations for programs and initiatives. Planned events such as *Driving While Black and Brown Forum* on racial profiling, *Knowing your EEO Rights*, and *Eulogy for a Dream* with the North Carolina Symphony.

TRAINING AND DEVELOPMENT

- Developed comprehensive learning and development method at UNT including [online and seated training inventory](#), request process, consultation, curricular customization, and evaluation. Piloted use of institutional learning management system. Incorporate assessment tools such as Intercultural Development Inventory, Intercultural Conflict Style Inventory, Harvard Implicit Association Test, and Strengths Finder. Deliver training programs to internal stakeholders such as executive leadership teams, governing boards, law enforcement, health and wellness, housing and residence life, human resources, and academic units. Create and deliver web-based training.
- Serve as consultant to corporate and government entities regarding learning and development needs based upon business goals and operations, including benchmarking, long-term planning and infrastructure assessment.
- Partner with human resources to infuse diversity and equity competencies into management and leadership training plans (“Creating Inclusive Learning and Working Environments” and “Leading Towards Inclusion”).
- Develop and deliver training and awareness opportunities to employees and students, including new employee orientation and supervisor training. Create competency- and skill-based training to key functional areas such as Advising and Counseling (“Facilitating Student Success with Cultural Humility”), Faculty (“Managing Diversity and Inclusion in the Classroom”), and Students (“Inclusive Language Awareness”).
- Created multi-module customizable training series addressing topics such as bias awareness, inclusive language, privilege, and change visioning. Deliver training to employees, including senior leadership and other administrators.
- Created and led TCC curriculum team that assessed training curricula for efficacy and continuous improvement. Envisioned and implemented train the trainer infrastructure to facilitate broad engagement. Provided training, mentoring, and succession planning for Office of Institutional Diversity and Associates that expanded institutional capacity to provide learning and development.
- As an independent consultant, provide training services and general consultation to develop diversity and equity initiatives. Training areas include bias awareness, cultural competence, coalition building, practical application of diversity principles, and creating dialogue-based programming. Clients include colleges, universities, school systems, for profits, associations, and non-profits.

MARKETING, EXTERNAL RELATIONS, AND COMMUNITY ENGAGEMENT

- Initiated resource development strategic partnerships leading to the first-ever sponsorship structure of the [UNT Equity and Diversity Conference](#), resulting in diversity and inclusion's consideration as part of institutional branding. Secured high level incentives for climate survey to promote participation, including a donated vehicle.
- Lead divisional marketing and public relations efforts including publication of annual report and newsletter, development of social media strategy, and rebranding of websites. Create strategic internal communication plan for large-scale projects such as participation and implementation campaigns for institutional assessments, Produced [UNT Multicultural Center 25th anniversary video](#). Produced television public service announcement for Triangle Racial Justice Initiative.
- Created and host public affairs show highlighting divisional programs and events called [Social Justice and Community Engagement](#) airing on Denton Community Television and Division of Institutional Equity and Diversity website. Served as guest on episodes of Plaid for Women television regarding diversity and inclusion in the workplace.
- Created business development strategy to provide training to companies and organizations to enhance talent management, acquisition, and employee engagement efforts. Secured partnerships with companies and organizations to integrate university into talent pipeline development strategies.
- As a market research professional, managed operations of a 100-employee market research department of interviewers, supervisors and managers; maintained deadlines of \$1.5 million in data collection projects, and supervised business-to-business and consumer data collection; led market research projects through client contact, employee project briefings, and research survey development; and performed quality assurance functions, including client relations and sales leads.
- Serve on various community and professional committees to enhance strategic partnerships such as Denton Together Coalition, Diversity Connections Consortium, Texas Diversity Council and City of Raleigh Human Relations Commission.

ACADEMIC INSTRUCTION, SUPPORT, AND CURRICULUM

- Provided online and classroom instruction as an adjunct instructor to students through lectures, written assignments, and discussions in the areas of business, leadership studies, and multiculturalism at University of Mount Olive, William Peace University, and University of North Texas. Developed appropriate curricula, assignments, and instructional materials for assigned classes.
- Served as academic advisor to adult students for completion of bachelor's and associates degrees. Assessed transcripts for transfer credit to degree-awarding programs.
- Served as writing tutor providing writing and editing assistance via group and private tutoring sessions. Delivered academic support workshops for Mount Olive College's Teaching and Learning Center, providing information on general academic topics such as plagiarism, exam preparation and study skills, the writing process, grammar and punctuation, time management, and thesis preparation.

CONFERENCE PRESENTATIONS AND KEYNOTES

- *INSIGHT Into Diversity Magazine Panel, July 2020: Women of Color Need Courageous Allies in the Academy: An Open Dialogue with White and Black Women.*
- National Association of Diversity Officers in Higher Education (NADOHE), March 2020: *Without Struggle, There is No Progress – Climate Survey, Are We There Yet?*
- Texas Christian University (TCU), May 2019: *Cultural Humility and Inclusive Environments*; TCU Office of Admissions June 2019: *Cultural Humility for Inclusive Admissions Practices*
- National Association of Diversity Officers in Higher Education (NADOHE), March 2019: *Facilitating Broad Engagement Using a Groundbreaking Climate Survey at the University of North Texas*
- El Centro College Student Services and Enrollment Management Keynote, September 2017: *Is the Path Clear? Inclusion and Equity for Student Success*
- UNT Student Leadership Retreat Keynote, August 2017: *The Imposter Syndrome– Are We Faking it or Making it?*
- Forum Logix HR Summit, March 2017: *Leveraging Cultural Humility and Intentional Inclusion for Competitive Advantage*
- National Conference on Race and Ethnicity in American Higher Education (NCORE), May 2017: *Climate, Culture, and Coalition Building – Foundations for Institutional Impact*
- Student Affairs Administrators in Higher Education (NASPA) Multicultural Institute, December 2015: *Creating a Culture of Identity: Infusing Curriculum with Identity Development*
- Student Affairs Community College Association Regional Conference, October 2015: General Session Presenter, *Strategic Diversity and Inclusion as a Driver for Student Success*
- College and University Professional Association for Human Resources (CUPA-HR), April 2015: Presenter, *The DEI Shuffle: Whose Job Is It Anyway?*
- National Association of Diversity Officers in Higher Education Conference, 2014: Presenter, *Acting as a Catalyst*
- Texas Library Association Conference, 2013: Panelist, *Developing and Implementing a Diversity Action Plan*; Webinar, *Adding Diversity and Inclusion to Your Strategic Plan*, 2014
- National Association of Independent Schools People of Color Conference, 2009: Presenter, *Assessment of Inclusivity and Multiculturalism*; Affinity Group Facilitator, 2010
- North Carolina Governor’s School East, Social Science, 2011: Guest Lecturer, Social Psychology
- Society of Human Resource Management (SHRM) Diversity Conference, 2009: Panel Discussion Facilitator
- North Carolina Association of Independent Schools Annual Conference, 2008: *Diversity Best Practices*
- North Carolina Association of Independent Schools Student Inclusivity Conference, 2009: *Inclusive Language*
- Progress Energy Human Resources Annual Conference, 2004: *Leadership, Diversity, and Human Resources*
- North Carolina Central University Chautauqua Conference, 2002: *YWCA Triangle Racial Justice Initiatives*
- Wake County Public School System Student Diversity Summit, 2002: *Creating School-based Diversity Initiatives*
- Wake County Public School System Bus Drivers Forum, 2001: *Bias Awareness and Student Management*
- UNC-Chapel Hill Institute of Government and Master of Public Administration Public Policy Conference, 2001: *Coalition Building*

AWARDS, PUBLICATIONS, AND APPOINTMENTS

- Diversity, Equity, and Inclusion Consultant, North Texas Community College Consortium, June 2020 - present
- Editorial Review Board, *North Texan Alumni Magazine*, 2019 - present
- Editorial Review Board, *Diversity IS Magazine*, 2018 – present
- Member, UNT Corporate Council, 2019 - present
- Co-author, “Multiculturalism, Diversity, Social Justice and Inclusion: Evidence-Based Practice in Student Affairs” in *Multicultural and Diversity Issues in Student Affairs Practice: A Professional Competency-Based Approach* (textbook), 2019.
- Co-author, “Mediating Realities: Moving from Compliance to Intentional Inclusion” (Chapter 7) in *Quantum Realities: Educational Truth Telling in an Era of Alternative Facts*. Published by Kendall Hunt Publishing, 2017.
- Recipient, UNT Star Performer Award, August 2019
- Recipient, Tarrant County College District Chancellor’s Employee Excellence Award for Access and Diversity, 2014
- Nominee, National Association of Diversity Officers in Higher Education (NADOHE) Inclusive Excellence Award, Individual Leadership, 2014
- Editorial Review Board, *Diversity Work in Independent Schools: The Practice and the Practitioner*. Published by National Association of Independent Schools, 2013. Co-author, “Assessing Your School Community” and “Critical Skills and Success Drivers for Diversity Leadership.”
- Executive Committee, National Association of Independent Schools *Call to Action*, 2011-2012

PROFESSIONAL AND CIVIC MEMBERSHIPS

- *Child Care Group* Incoming Board Member, 2021
- *Texas Association of Diversity Officers in Higher Education* (TADOHE), 2019 – present
- *Texas Diversity Council Greater Dallas Advisory Board* (Co-chair: Education, Professional Development and Resources Committee), 2016 – present
- *Denton Together Coalition*, 2016 – 2019
- *Diversity Connections Consortium*, 2014 – present
- *National Association of Diversity Officers in Higher Education* (NADOHE), 2012 – present
- *Higher Education Pride Professionals* (HEPP), 2012 – present
- *North Texas Leaders and Executives Advocating Diversity* (LEAD), 2013 – 2016
- *College and University Professional Association for Human Resources* (CUPA-HR); Member, Diversity, Equity, and Inclusion Committee, 2014 – 2016
- *National Association of Multicultural Education* (NAME), 2010- 2012
- *Society of Human Resource Management* (SHRM), 2007- present
- *Heritage Who’s Who Registry of Executive Professionals*, 2010
- *National Association of Professional Women*, 2009 - 2011
- *Sigma Gamma Rho Sorority, Incorporated*, 1993 – present

WORK HISTORY

Director of Diversity and Inclusion , University of North Texas, Denton, Texas	2016 – present
Chief Diversity and Inclusion Officer , Tarrant County College District, Fort Worth, Texas	2012 – 2016
Principal , Aurora Change Agency Consulting Group, Dallas-Fort Worth Metroplex, Texas	2017 – present
Director of Diversity and Inclusion , Cary Academy, Cary, North Carolina	2007 – 2012
Assessment Counselor (Academic Advisor), Adjunct Instructor of Business, Writing Tutor , University of Mount Olive, Durham, North Carolina	2004 – 2007
Strengthening Teacher Education Project Director , Shaw University, Raleigh, North Carolina	2003 – 2004
Racial Justice Program Director , YWCA of the Greater Triangle, Inc., Raleigh, North Carolina	2001 – 2003
Data Collection and Quality Assurance Manager , Data Research Services, Atlanta Georgia	1999 – 2001
Director of Communications , KidsWay Foundation, Atlanta, Georgia	1998 – 1999
Director of Communications , YWCA of the Greater Triangle, Raleigh, North Carolina	1997 – 1998

EDUCATION AND CERTIFICATIONS

The University of North Carolina at Chapel Hill
Bachelor of Arts (BA)
School of Journalism & Mass Communication
Concentration: Public Relations; Minor: French

Strayer University
Master of Business Administration (MBA)
Concentration: Marketing and Human Resources

The University of North Texas
Doctorate, Higher Education Administration (In progress)

Certifications: **Mediator**, Dispute Resolution Services, 2018
Cornell Certified Diversity Professional/Advanced Practitioner, Cornell University ILR School, 2017
Internal Investigations Certification, HR Training Center, 2015
Qualified Administrator, Intercultural Development Inventory (IDI), 2010

REFERENCES

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Portfolio and Work Samples

1. Tarrant County College District: <https://www.tccd.edu/magazine/volume-01/issue-02/diversity/>
2. UNT Diversity and Inclusion Training page: <https://ied.unt.edu/di-trainings>
3. UNT Black Lives Matter Town Halls (Moderator):
<https://ied.unt.edu/UNTBLM>
4. UNT Equity and Diversity Conference: <https://edc.unt.edu/>
5. UNT *Social Justice and Community Engagement* Television Program:
<https://ied.unt.edu/social-justice-and-community-engagement>
6. University of North Texas Campus Inclusion Climate Survey:
<https://ied.unt.edu/climatesurvey>
7. *INSIGHT into Diversity* Panel "Women of Color Need Courageous Allies in the Academy" webinar: <https://www.insightintodiversity.com/insight-hosts-women-of-color-need-courageous-allies-in-the-academy-webinar/>
8. Hilti Team Talk: A Conversation about Racism and Racial Inequality:
<https://ied.unt.edu/community-engagement-and-strategic-partnerships>
9. North Texas Community College Consortium Monday Lunch and Learn – How Colleges Can Exemplify and Promote Anti-Racism:
<https://ntxccc.org/events/monday-lunch-and-learn-7>
10. National Association of Diversity Officers in Higher Education 2019 presentation: ["Facilitating Broad Engagement Using a Groundbreaking Climate Survey at the University of North Texas"](#)
11. El Centro College Student Services and Enrollment Management Conference: ["Is the Path Clear? Inclusion and Equity for Student Success"](#)
12. UNT Multicultural Center 25th Anniversary video:
<https://ied.unt.edu/celebrating-25-years>