

Jayson E. L. Douglas, M.S.

Gender Pronouns: He, Him, His

EDUCATION

Certificate, Diversity & Inclusion
Cornell University
August 2020

**MS in Criminal Justice
Cert, Corrections Leadership**
University of Central Florida
December 2018

BA in Political Science
Bethune- Cookman University,
May 2015

STUDENT AFFAIRS EXPERIENCE

Associate Director – Office of Intercultural Engagement & Leadership
Texas A&M University- Commerce, Commerce, TX

June 2019 - Present

- Oversee the annual curriculum development and implementation of 4 Living-Learning Community programs, goals, and objectives supporting Black/African-American and Hispanic/Latinx students
- Direct the formation of a comprehensive 3-year strategic plan that encompasses short and long term goals
- Hire, supervise, train, and evaluate 2 assistant directors, 2 graduate assistants, 1 intern, and 11 student staff employees
- Hire, train, and design professional development plans and administrative support to 2 assistant directors and 1 administrative associate
- Drive internal and external assessment initiatives, tracking and analyzing pertinent data to measure student access, persistence, retention, and impact
- Oversee all programmatic initiatives for the office under the portfolios of leadership, service, social justice, and inclusion
- Administer and disburse Work-Study Student Mentorship grant in the amount of \$56,000.
- Manage a \$554,000 operational budget

Interim Director – LGBTQ Center

University of Cincinnati, Cincinnati, OH

April 2018 – May 2019

- Serve as a University LGBTQ content expert consulting all areas of the campus community on policy development, programming, student/staff training, and other endeavors that enhance campus climate and inclusion
- Provide executive leadership, vision, and direction for the center including full oversight of strategic planning, financial and resource management, hiring and supervising paraprofessional staff, and strengthening public relations
- Develop a peer education program that provide students leadership and professional development opportunities in areas of peer support, mentorship, event coordination, curriculum design, teaching, and facilitation
- Led institutional efforts to achieve national recognition of 4.5/5 stars ranking on the Campus Pride Index and national designation of a “Top LGBTQ-friendliest University” from Affordable Colleges Online (ACO)
- Coordinate referrals to Counseling and Psychological Services (CAPS) and other units within the Division of Student Affairs as needed
- Supervise 3 graduate assistants, 2 student workers, and 1 student intern
- Co-founded a LGBTQ faculty and staff association
- Manage a \$171,000 operational budget

Program Coordinator – LGBTQ Center

University of Cincinnati, Cincinnati, OH

August 2017 – April 2018

- Assisted director with division-wide oversight of strategic planning, resource management, hiring and supervising staff, strengthening community and public relations for the LGBTQ Center
- Co-founded the LGBTQ Center Advisory board to help ensure a campus environment that allows full participation by all members of the campus community in education, research, and public engagement missions
- Established an inaugural alternative spring break trip program to promote sober social justice engagement for LGBTQA students

- Fundraised \$17,000 through grant funding for University LGBTQ initiatives
- Supervised 3 student workers and 3 student interns
- Advised a peer education program that provided students leadership and professional development opportunities in areas of peer support, mentorship, event coordination, curriculum design, teaching, and facilitation
- Facilitated Safe Zone Ally Training Curriculum series trainings- Safe Zone, Advocate, and Activist
- Created and implemented a Safe Zone Train-the-Trainer program and facilitation manual
- Provided support services through personal counseling, advising, and facilitation of support groups
- Coordinated diversity awareness trainings and educational programs in conjunction with student organizations, University departments, and community partners to promote student success in a diverse learning environment

Assistant Director– Office of Diversity & Inclusion, US Student Services

Marietta College, Marietta, OH

June 2016 – July 2017

- Established the college’s inaugural Black Male Initiative (BMI), a student development program focused on increasing the retention, persistence and graduation rates of Black males on campus
- Instructed a 3-credit social justice signature course which educated and prepared 14 students to serve as peer mentors, student advocates, and resident assistants
- Managed a \$28,000 programming and auxiliary budget
- Employed extensive recruitment and relationship building efforts with prospective students and families, including conducting outreach via email, phone, and in-person communication
- Served as a certified Title IX investigator and exercised judgment regarding the proper investigation and resolution of sexual misconduct, sexual harassment, and gender-related violence complaints
- Recruited, trained, and supervised undergraduate students utilizing student development theory in order to promote growth in their skills and leadership
- Performed academic recovery intervention services to medium and high-risk underrepresented students
- Established a Campus-wide bias incident response system, team, and protocol for reporting
- Coordinated extensive Campus-wide diversity programming (e.g., Diversity/Social Justice Week, LGBTQ History Month, Black History Month, Hispanic Heritage Month, Women’s History Month, Sexual Assault Awareness Month, Asian/Pacific Islander Heritage Month, etc.)
- Advised the Charles S. Harrison Organization, MC Alliance, and Brother2Brother student organizations

Case Manager III – Unit #489 Special Populations

May 2014 – June 2016

Community Partnership for Children, *Daytona Beach, FL*

- Assessed and interviewed youth survivors effected by gender-based violence and human trafficking
- Evaluated potential foster home placements by conducting risk assessments to ensure child safety
- Monitored youth’s academic performance and progress through life skill development
- Connected youth and families with community resources to reduce impending danger (e.g., financial instability, food insecurity, homelessness, mental health and substance abuse treatment, etc.)
- Served as an on-call case manager for after- hours duties and responded to immediate risk of youth
- Arranged for emergency placement for children at risk
- Developed an extensive state and municipal social service provider document to streamline access to community care

Student Life Intern, Intercultural Competency & Diversity/Social Justice

August 2014 – December 2014

Semester at Sea, Fall 2014 Atlantic Exploration Voyage

- Facilitated diversity dialogues covering topics, including: microaggressions, sexism, colorism, and feminism to highlight their intersectionality and build awareness to the shipboard community
- Coordinated programs and opportunities focused on LGBTQ+ and identity development for diverse community members including students, faculty, staff, and adult learners in 17 different countries
- Assisted in the development of Program-to-go model for social justice oriented programs, workshops, and exercises

PROFESSIONAL ACTIVITIES & AFFILIATIONS

Ohio Consortium of Multicultural Centers in Higher Education, (member at-large 4-year institution)	October 2018- Present
Ohio Consortium of Multicultural Centers in Higher Education, member	February 2017- Present
Consortium of Higher Education LGBT Resource Professionals, member	July 2016- Present
ACPA Commission for Social Justice Educators, member	July 2016- Present
American College Personnel Association, ambassador	July 2016- Present
Association of Title IX Administrators	July 2016- Present
National Association for Multicultural Education, member	May 2015- Present
Phi Beta Sigma Fraternity, Inc., member	March 2015- Present

PRESENTATIONS

- Douglas, J., Blanton, S., Marke, D., Wu, P. (2018, October). Love me like you do. Presented at University of Cincinnati.
- Douglas, J. (2018, September). Para la cultura: educational attainment in latinos p-16. Presented at Ohio Latino Student Summit at University of Cincinnati.
- Douglas, J., Blanton, S., Marke, D., Wu, P. (2018, August). Let's Talk About Sex, Baby! Presented at University of Cincinnati.
- Douglas, J., Marke, D., Wu, P. (2018, April). Reshift your default: QTPOC in higher education. Presented at the Equity & Inclusion Conference at the University of Cincinnati.
- Douglas, J. (2017, November). Safe zone applied to teaching. Presented at University of Cincinnati.
- Douglas, J. (2017, September). Gender & sexuality 101: a classroom experience. Presented at University of Cincinnati.
- Douglas, J. (2017, March). Breaking ID barriers: the future of gender change policies. Presented at Student Leadership Conference at Marietta College.
- Douglas, J. (2017, March). Resisting racism in queer communities: from ally to accomplice. Presented at Student Leadership Conference at Marietta College.
- Douglas, J. (2016, December). Advancing racial justice in a post-obama era. Presented at University of Central Florida.
- Douglas, J. (2016, December). Black MSM maximum security offenders: a day in the life. Presented at University of Central Florida.
- Douglas, J. (2016, November). Not just white, but black & pink: exploring the intersections of queerness, blackness, and mass incarceration. Presented at Marietta College.
- Douglas, J. (2015, January). Queer & abroad: navigating queer politics through study abroad. Presented at Carnegie Mellon Scholars Conference at Bethune-Cookman University.

COMMUNITY ENGAGEMENT

Cincinnati Black Pride, co-director	2018 Present
NAACP Cincinnati, member	2017-Present
Black and Pink, member	2014-Present