

# TAMIA RASHIMA JORDAN

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• 617.320.9813 • tamia@alumni.virginia.edu •

## EXECUTIVE SUMMARY

- Highly experienced, student-focused, and dynamic professional with 20 years of experience in strategic planning, building holistic and interconnected programs, and providing leadership for large departments
- Extensive understanding of supervising staff, managing budgets, training campus communities on topics of diversity, equity, inclusion, identity & justice, and creating & protecting affinity spaces
- Excellent understanding of fostering relationships with internal and external stakeholders within the university
- Exceptional at working with underrepresented, marginalized, and diverse populations

## PROFESSIONAL EXPERIENCE

### **Director of Intercultural Student Affairs**

**Emerson College, Boston, MA**

**October 2016 to present**

Provided visionary leadership in the continuous development and assessment of the Intercultural Student Affairs department; supervised a team of 10 professional and student employees, while overseeing a budget of over \$350,000; advised 15 student cultural organizations (orgs for Queer, BIPOC, international, transgender, non-binary, and disabled students); led team that developed the JEDI (justice equity diversity inclusion) Student Education Plan; facilitated student organization implicit bias and campus compact trainings for over 35 sessions for over 150 student leaders; introduced comprehensive, multimodal, DEI training for approximately 900 students each fall semester and 100 each spring semester; co-developed the 5-year Social Justice Strategic Plan for the Division of Student Affairs and facilitated 3 to 5 IDEAS (inclusion, diversity, equity, accessibility, sustainability & social justice) workshops for over 50 Student Affairs staff participants each semester; increased engagement with, and retention of, critical information by initiating a collaboration with the marketing department to create videos on topics such as the use of gender pronouns and the language of IDEAS; initiated and led the Automated Name Update Process project to streamline the process by which all students (principally transgender and non-binary students) update their names throughout the college; created many new initiatives including the 2.5-day Student of Color Pre-Orientation program for over 125 new students of color on a \$35,000 budget; the Cultural Graduation Celebration (Lavender Graduation Celebration & Mosaic Graduation), EmerMen of Color Initiative, & more; collaborated with students on the creation of the first ever intercollegiate Ballroom House: Haus of Emerson, a process that involved workshops on voguing, makeup, history and culture, culminating in a Kiki Ball produced with a \$15,000k budget; the event attracted over 200 faculty, staff, students, and community members participants; created and provided inaugural leadership for *Emerson Mind Body Soul Justice*, a collaboration to bridge the work of various departments at Emerson that support the health and wellness of community members; co-created and facilitated intervention for identity based harm incidents in the residence halls; coordinated resources and implemented a comprehensive response for students in crisis and of concern; advanced community healing by co planning and co leading vigils in response to tragic incidents on campus and throughout the world.

### **KEY ACHEIVEMENTS:**

- Re-envisioned the annual Social Justice Academy through advancing strategic partnerships around the college to utilize their pre-existing programmatic structures to bring light to important issues such as intersectional feminism, mass incarceration & abolition, and Hip-Hop Artivism for the over 200 faculty, staff, and students a year.

### **Director of Student Activities**

**Berklee College of Music, Boston, MA**

**October 2010-September 2016**

Supervised a team of eight people within the four departments: the peer advising program, new student orientation, family and parent programs, student activities comprised of 70+ student clubs & organizations including cultural, spiritual, and LGBTQIA+ student organizations; directly advised the Black Student Union and was the advisor award for *Excellence in Leadership* in 2016; facilitated cultural leaders retreat for 30 student leaders; approved expenditures for and managed a budget over \$650,000k; organized & reconstituted the Student Activities Center making it a highly

functional department; increased programming & student participation; increased opportunities for student leadership development and reconstituted Student Government Association (SGA) and within three executive board cycles achieved a functioning SGA resulting in increased connections between students & administrators; revitalized the Bill Pierce MLK Scholarship campaign through reenergizing fundraising efforts to raise over \$35,000 for an endowed scholarship; member of the process advisor on Berklee's Title IX equity team and hearing officer for student conduct cases; implemented a comprehensive student activities calendar; concert & annual MLK series; co-created & lead the Alternative Spring Break trip to Clarksdale, MS focused on Civil Rights Movement history, Delta Blues history, and community service; led bus trip to DC for the March to End Police Violence, co-created BerkLEAD leadership development series; arranged service opportunities *MLK Day of Service*, Alternative Spring Break & Boston University Prison Education program; organized memorial services for students who passed away and coordinated campus event planning and support with and for friends of the students who passed; managed the Student Activities Center including fiscal planning, developing and monitoring department goals and objectives, and assessment of department activities; worked in collaboration with facilities and procurement to outfit and maintain the spaces furniture, technology, and overall appearance; hired and supervised student teams who managed the day-to-day operations.

### **Associate/Assistant Director of Orientation and Student Support Services**

**Berklee College of Music, Boston, MA**

**February 2008- October 2010**

Facilitated key student learning outcomes through consistently leading fall, summer, and spring new student orientation programs for over 1700 students annually on a \$120,000k budget; coordinated the efforts of departments throughout campus to present a comprehensive seamless experience for new students that included check-in, move-in, theory placement testing, ensemble auditions, and social integration programming (jam sessions, block party, film in the Prudential courtyard, Multicultural Welcome Celebration Concert, Women's Welcome Reception); led annual orientation for FiveWeek Summer Performance Program for 1,000 high school students through organizing check-in and social integration programs for orientation and small socials throughout the summer and a trip to the Newport Jazz Festival on a \$15,000k budget; planned, managed, and implemented the strategic direction of orientation and student support services through conducting a comprehensive review of the program including focus groups with stakeholders and analyzing survey data; ultimately revamped new student orientation with increased community-building and social integration opportunities, re-imagined diversity training, streamlined business for better overall student experience; introduced new diversity initiatives including the *Women's Welcome Reception*, programming for non-traditional (23+ age) students, and the *Multicultural Welcome Celebration*; developed a comprehensive model of community development and participation for students who live both on and off campus.

### **COMMITTEES**

- Making Emerson IDEAS (Inclusive, Diverse, Equity, Accessible, Sustainable, And Socially Just)
- Student Affairs Social Justice Committee
- Commencement Speaker Committee
- Annual Leadership in Learning and Community (LILAC) Retreat Planning Committee
- Educational Equity & Justice [Academic Affairs] Committee
- Presidential Advisory Group for Community & Equity Committee
- CAST – Care Assistance and Support Team Committee
- Council for Inclusive Excellence Committee
- Chair, Student Culture Committee
- Chair, MLK Celebration Planning Committee
- Co-Chair, Bill Pierce MLK Scholarship Committee
- Title IX Campus Culture and Climate Committee
- NEASC Reaccreditation Committee
- President's Diversity and Inclusion Council

## AWARDS

Division of Student Affairs Program of the Year	2019 & 2020
BRASS Award for Diversity & Inclusion (MLK team)	2016
Excellence in Leadership presented by Berklee's Black Student Union	2016
Berklee Urban Service Award	2016
BRASS Award for Creativity and Innovation	2009

## PROFESSIONAL AFFILIATIONS

- Delta Sigma Theta Sorority, Incorporated
- National Association of Student Personnel Administrators
- Susan G. Vogt Leadership Institute
- Orientation Professionals Institute

## SELECTED TRAININGS

- Centre for Integrative Anti-Racism Studies' *Anti-Muslim Racism Beyond Islamophobia: Examining the Intersections of Anti-Blackness and Anti-Muslim Racism*
- Interaction Institute for Social Change's *Facilitative Leadership for Social Change* training
- CliftonStrengths Campus Facilitator
- StrengthsQuest Certified Mentor and Advisor - 200 HE: Mentoring and Advising Facilitator Training Program
- NASPA Mid-Level Managers Institute

## COMMUNITY ENGAGEMENT

### **Community Council**

#### **Massachusetts Coalition to Prevent Gun Violence, Boston, MA**

**2020-Present**

Provided consultation & feedback to the Board regarding the Council for the Coalition which brings communities together to prevent gun violence in all its forms; assisted with program priorities, messaging/public awareness, and presence in the community; made key contributions to the process to re-organize the Coalition's board structure, and identified & assisted with the selection of 16 new board members.

### **Acting Executive Director and Former Field Coordinator**

#### **Operation LIPSTICK, Roxbury, MA**

**2018-2019**

LIPSTICK (Ladies Involved in Putting a Stop to Inner-City Killing) empowers women to say "no" to buying, hiding, and holding guns for people; facilitated over 10 workshops for groups of 7 to 100 on information about straw purchasing & the "iron-pipeline" of guns into vulnerable neighborhoods; testified to the perils of gun violence in communities at the United Nations & with key figures including Congresswoman Ayanna Pressley & Pennsylvania Attorney General Josh Shapiro; raised over \$20,000 of funding for education through grant proposals.

### **VIP Hospitality Coordinator and former Board Member**

#### **Boston Art Music Soul Festival (BAMS Fest), Boston, MA**

**2016- Present**

Coordinated all aspects of hospitality for 2,000 people on a \$15,000 budget with four core people for artists & VIP guests including but not limited to venue setup, catering, managing 40 volunteers, event-day volunteer training, travel & hotel arrangements, green-room setup and staffing and more.

## EDUCATION

**M.Ed. Higher Education  
Bachelor of Arts**

**University of Vermont  
University of Virginia**