

T. Leon Williams, D. Min

9613 Rothman Ln
Charlotte, NC 28215

Cell: (330) 766-2870
Email: drleonwilliams@gmail.com

*Twenty years' experience as a diversity, equity, and inclusion educator
combined with athletics and teaching.*

QUALIFICATIONS' SUMMARY

Proven record of success in student development; exceptional knowledge in diversity, equity, and inclusion; strong pedagogical knowledge and skills; comfortable facilitating conversations related to death and dying; superior knowledge in family care and counseling; licensed and ordained minister; advance knowledge in campus-wide strategic plans; strong interpersonal communication skills; high level of understanding of bias and racism; vast knowledge of student learning outcomes; high professional integrity and understanding of university policies and procedures; highly skilled trainer and facilitator of staff development; national educator in assessing bias, racism, discrimination, and prejudice.

ADJUNCT, MINISTRY, & DEI COMPETENCIES

National DEI Educator	First-Year Student Adjunct	College Football Coach
Diversity Strategist	Recruitment and Retention	Bias Response Team
Social Justice and Inclusion	Diversity Programmer	Author

RELEVANT HIGHLIGHTS

- Adjunct Professor: *First-Year Seminar; Counseling the Culturally Different; Racism and Sexism in America;*
 - Teaching Experience: *Learning for Justice; Strategies for Academic Success;*
 - Author of three books: *The First Year College Experience Handbook, Mentoring College Men to Lead the Next Generation of College Students, and The View from the Mountaintop;*
 - Advocate and mentor of LGBTQIA students, faculty, and staff, including expertise in LGBTQIA Safe Zone training;
 - Served on Presidential Diversity Council;
 - Served on Bias and Response Team appointed by the President;
 - Served on the Sexual Assault and Gender Issues Council (SAGIC) appointed by the President;
 - Authored an unpublished manuscript of DEEP Impact Diversity Education Training Manual;
 - Led students on Off-Site Service-Learning Trips for Spring Break
 - Facilitated Student Affairs staff development and diversity trainings
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OTHER RELEVANT UNIVERSITY COMPETENCIES

Community-based Learner	Strategic Planning	Student Development
Crisis Management	College Access and Success	First Generation Students

HIGHLIGHTS

- Advanced knowledge in integrating diversity in teaching and learning, including curriculum development and pedagogy;
- Knowledge in developing student living-learning communities;
- Knowledge in examining and redefining institutional messaging, internal and external;
- Program developer of residential diversity peer mentoring program;
- Diversity strategist for college access programs and incentives for first generation students;
- Developer of diversity learning outcomes and diversity action plan for the division of student life;
- Seasoned professional in student-athlete recruitment and retention;
- Coached several players committed to the National Football League (NFL).

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PROFESSIONAL SERVICE & MISSION EXPERIENCE

- Mississippi Delta, Service Immersion Experience – Elon University, Elon, NC (2012)
 - Martin Luther King Jr. Beloved Community Celebration – Elon University, Elon, NC (2009 – present)
 - Aging Academy, Elderly Brain Development – Elon First Baptist Church, Elon, NC (2009 – 2010)
 - MLK Historical Site – Atlanta, GA (2007)
 - Economic Preservation -The Slave Plantations, The Low Country of South Carolina (2006)
 - Gullah Culture - Slave Experience, The Low Country of South Carolina (2005)
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PROFESSIONAL HONORS & AWARDS:

- Education for Service Award, Buena Vista University – Leadership & Mentoring (2008)
 - Staff Member of the Year, Buena Vista University - Service Learning & Outreach (2005)
 - Most Improved Speaker of the Year, CAMPUSPEAK (2005)
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PROFESSIONAL EDUCATION:

DOCTORAL

D. Min. Doctorate of Ministry
Emphasis: Religion, Culture, and Society
Dissertation Title: *Cultural Trauma as a Hindrance in Spiritual Formation in African American Males*
Virginia University of Lynchburg
Lynchburg, VA, May 2015

GRADUATE

M.S.E., Counseling
The University of Dayton
Dayton, Ohio, June 1995

UNDERGRADUATE

B.S.B.A., Business Management
Ohio Northern University
Ada, Ohio, June 1992

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PUBLICATIONS

- Williams, T. Leon with Erb, Maria, D. *The View From The Mountain Top: What would Dr. King Have to Say Today?* Bloomington, IN, Xlibris, 2017.
- Williams, T., Leon and Melissa Jordan. *The First Year College Experience Handbook: Strategies for Academic Success and Character Development.* North Charleston, South Carolina: Createspace, 2014.
- Williams, T., Leon. *Mentoring College Students to Lead the Next Generation of Young Scholars: The Blueprint for Developing Men of Character.* North Charleston, South Carolina: Createspace, 2015.
- Baxter, Katie Bringman. (2013). Measuring Student Learning for Interfaith Cooperation: The Pluralism and Worldview Engagement Rubric. *Journal of College & Character*, 14 (3), 259 – 266.

GRANTS

- Interfaith Youth Council (IFYC) – October 2012
Teagle Foundation
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RELATED HIGHER EDUCATION PROFESSIONAL EXPERIENCES:

- Assisted Admissions with broadening recruitment initiatives to meet diversity goals.
- Assisted Student Affairs with assessment and projection of retention.
- Assisted in recruitment and retention of First-Generation Students.
- Assisted Faculty with implementing inclusive Student Learning Outcomes.
- Managed College Access and Success Scholarship program (1.5 million).
- Advised College Access and Success programs for first generation students.
- Developer of diversity action plan for the division of student life.

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PROFESSIONAL EXPERIENCE:

The Nest Academy
6824 Democracy Dr.
Charlotte, NC 28215

August 2022-present

Charge: To teach three courses: Learning for Justice, Kaleidoscope, and Strategies for Academic Success and Character Development for refugee students, grades K-12.

- Develop lesson plans, deliver content at an age-appropriate level, and provide feedback to students.
- Enforce honor code and encourage student integrity.
- Provide intervention for struggling students.
- Prepare students for tests, exams, presentations, and other assessments.
- Use google translate to help students with immediate language barrier needs.
- Use alternative teaching-learning methods to help students comprehend material.

Founder and Pastor
Beloved Community Church
6824 Democracy Dr., Charlotte, NC 28212

April 2017 - present

Charge: To create an environment for the community to explore a life changing, ever-growing relationship with Christ, through God's work and God's people.

- Oversee and lead all members to create opportunities for believers and nonbelievers to examine and explore their spiritual growth and development.
- Lead weekly Sunday Worship and Bible Study.
- Develop church calendar for programs and events.
- Develop outreach initiatives to serve under-privileged individuals and groups.
- Teach discipleship and evangelism classes.
- Organize and lead the overall function of the church, including Bible Study.
- Strategic planning and leadership for the church and its ministries.
- Provide leadership to key teams and ministries.
- Coordinate outreach initiatives in the community.
- Develop the annual church leadership development plan.

Director of the Multicultural Center
Elon University
100 Campus Dr., Elon, NC 27244

August 2008-2013

Charge: To implement a five-year Strategic Plan – *Expanding the Role of the Multicultural Center.*

- Administered the implementation of the Five-Year Strategic Plan for diversity. The Five-Year Strategic Plan involved creating and maintaining campus communities that support and reflect domestic diversity and globalization. Provide a quality education for students who will live and work in an increasingly diverse and multicultural society.
- Provided students opportunities to learn from people different from themselves.
- Promoted growth by challenging stereotyped preconceptions, encouraging critical thinking and improving students' communication with people of varied backgrounds.
- Developed training exercises to broaden students, faculty, and staff perspectives of diversity.
- Assisted in the design and coordination of cultural immersion experiences.
- Served on the Diversity Council Board that monitors and assess the progress of the campus climate.
- Assisted in the coordination of new student orientation.

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Inaugural Director of Intercultural Affairs
Buena Vista University
610 W 4th St., Storm Lake, IA 50588

August 2000-2008

Charge: Create a safe haven that encourages, empowers and equips students who have been historically marginalized to matriculate to graduation.

- Counseled students of diverse populations on psychological and emotional aspects of the first-year experience.
- Coordinated campus and community service-learning programs.
- Developed and implemented a campus climate needs assessment for diversity.
- Created clubs and organizations that advocate for diversity.
- Developed a five-to-ten-year strategic plan for recruitment and retention of students of diverse populations.
- Facilitated faculty and staff community dialogues designed to help all understand the shared responsibility of diversity.
- Coordinated recruitment initiatives targeting new markets in the Midwest.

Director of Multicultural Development
and Assistant Football Coach,
Ohio Northern University
Ada, Ohio 45810

May 1993 – 2000

Charge: Serve as a Senior Staff member in the Department of Student Affairs and Athletics.

- **Diversity Programs:** Counseled students of diverse populations on psychological and emotional aspects of the first year experience; coordinated campus and community service learning programs; developed and implemented a campus climate needs assessment for diversity; created clubs and organizations that advocate for diversity; developed a five to ten year plan for implementing diversity.
- **Athletic Duties:** Mentored freshmen student athletes from poverty-stricken communities; facilitated discussions examining the impact of social norms on Black athletes; recruited student athletes in Northeast Ohio; managed travel budget for freshman program; assisted in the development of three professional athletes in the National Football League; Head Freshman Football Coach (1996-2000) and Special Teams Coordinator (1997-2000).

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SPECIAL INITIATIVES:

**Men of Character College
and Young Scholars Program**

August 2012 – 2019

Buena Vista University and Elon University

Charge: To develop a male mentoring program designed to empower college students to take active roles on campus and in the community.

- Create Men of Character Institute – *Brothers Perfecting Progress*.
- Facilitate conversation related to the common misconceptions of manhood.
- Create programs designed to dispel the myths of boys and men.
- Develop a mentoring program for preteen and teenage boys.
- Enhance the community's effort in developing programs and services that advocate responsible living.
- Create a Men of Character handbook complete with activity sheets.

PROFESSIONAL MINISTERIAL COMPETENCIES:

- Accepted the call to birth ministry – Founder and Pastor of Beloved Community Church (2017 - present) - Charlotte, North Carolina
- Currently serving as a member of Greater Charlotte, North Carolina YMCA Pastoral Network (2022 – present)
- Charged to create a gospel ministry on campus – Inaugural Pastor of One in Christ Ministry (2013) - Elon University, Charlotte, North Carolina
- Successful transition from Director of Multicultural Affairs to staff member of Religious Life of The Truitt Center for Religious and Spiritual Life (2013-2014) - Elon University, Charlotte, North Carolina
- Inclusive pastoral emotional, social, and spiritual support (2011 – present)
- Invited Guest Speaker “It Ends Now Movement” following the George Floyd Protest (2020) – Charlotte, North Carolina
- Chapel and Bible Study -
- Served on a staff with various Leadership and Religious Diversities (2013-2014) – Elon University, Charlotte, North Carolina
- Humbled to have had the opportunity to author and facilitate a six-month curriculum for Pre-Marital Counseling
- Honored to share the responsibility of helping couples start life together and share in their sorrows when dealing with loss (Wedding/Funeral)
- Delighted to provide Pastoral Care and Counseling to individuals, families, and new converts.

PROFESSIONAL DIVERSITY, EQUITY, AND INCLUSION COMPETENCIES:

- Served as an Adjunct Faculty Member (1992-2000) – Buena Vista University; 1) Racism and Sexism in America; 2) Counseling the Culturally Different; 3) Freshman Orientation
- Traveled the national circuit as a Diversity Strategist with several agencies (2000-present): CAMPUSPEAK, The Catalyst, T. Leon Williams & Associates
- Led several alternative spring break trips to the Low Country of South Carolina to visit the slave plantations (1993-2000) - Buena Vista University
- Served as an Assistant College Football Coach (1993-2000) - Ohio Northern University
- Assisted the Admissions department in recruitment and retention efforts to improve matriculation to graduation rates – Buena Vista University and Elon University (2000-2013)
- Successfully authored three books and have written numerous plays at every stop in higher education (2000-2013) – Ohio Northern University, Buena Vista University, Elon University

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- Williams, T., Leon and Melissa Jordan. *The First Year College Experience Handbook: Strategies for Academic Success and Character Development.* North Charleston, South Carolina: Createspace, 2014.
- Williams, T., Leon. *Mentoring College Students to Lead the Next Generation of Young Scholars: The Blueprint for Developing Men of Character.* North Charleston, South Carolina: Createspace, 2015.
- Baxter, Katie Bringman. (2013). Measuring Student Learning for Interfaith Cooperation: The Pluralism and Worldview Engagement Rubric. *Journal of College & Character*, 14 (3), 259 – 266.

PROFESSIONAL GRANT WRITING:

- Interfaith Youth Council (IFYC) – October 2012
Teagle Foundation

PROFESSIONAL AFFILIATIONS:

- Great Black Speakers Bureau, January (2011 – present)
- ACPA, College Student Educators International (2010 – present)
- Alpha Phi Alpha Fraternity Inc., Epsilon Theta Chapter at Bowling Green State University, May 1992

PROFESSIONAL PRESENTATIONS:

- NACAS Multicultural Institute, *Diversity Intelligence: The Need for Organizational Competency*, Orlando, FL 2012
- NASPA Multicultural Institute, “*Best Practices in Multicultural Affairs*,” Atlanta, GA 2011
- Student Government North Carolina State Seminar: “*Determined to Lead, Willing to Follow*.” September, 2009; Elon University, Elon, NC.
- Southeast African American Leadership Conference (SEAALC): “*Shattered Dreams*.” February 3, 2007; University of North Carolina-Wilmington.
- National Conference on Race and Ethnicity (NCORE): “*Methods of Cross Culturalism..*” June, 2004; New York, NY.
- Educating All of One Nation Conference: “*Methods of Cross Culturalism..*” October 23, 2003; Atlanta, GA.
- Multicultural Affairs in Higher Education National Conference: “*Methods of Cross Culturalism..*” October 18 – October 20, 2002; Antonio, TX.

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PROFESSIONAL DIVERSITY PROGRAMS AND INITIATIVES:

- 2010 – 2012 – Intersect: Diversity Leadership Conference – *Conference designed to help students, faculty, and staff deepen their understanding of intersectionality, fault line, and bystander. Elon University*
- 2009 – Aging Academy – *Service-learning experience designed to improve brain memory in African American elders age 55 and up. Elon University*
- 2009 – DEEP Impact – *Co-producer and author of train-the-trainer manual. Elon University*
- 2009 – Martin Luther King Beloved Community Celebration – *Coordinated the town and gown Day of Service celebration. Elon University*
- 2007 - Men of Character – *Concentrated student interest group designed to improve the lived experiences of boys, males, and men on campus and in the community. Buena Vista University*
- 2007 - Women of Courage – *Focus group designed to serve as a safe haven for college women who express the desire to address the stereotypes and heterosexism. Buena Vista University*
- 2007 - Student Commission on Retention – *First Year Student initiative designed to improve matriculation to graduation. Buena Vista University*
- 2006 - “A World Within Reach” International Host Family Reception – *Designed to educate community members on the significance of a global perspective. Buena Vista University*
- 2006 - News You Can Use (Diversity News Television Show) – *Designed to present news complimentary to mainstream news. Buena Vista University*
- 2006 - Follow The Yellow Brick Road (Writer and Director) – *Play written to examine the complexities of diversity. Buena Vista University*
- 2006 - Appreciating Rural Iowa – *Program designed to help students gain an appreciation of rural Iowa. Buena Vista University*
- 2003 - Becoming “A” Masterful Student – *Lecture series designed to help students maximize their potential in the classroom. Buena Vista University*
- 2002 - CHOICE Program (Mentoring Program) – *Freshman, Sophomore, and Transfer student peer mentoring program designed to assist in the transition to college. Buena Vista University*
- 2002 - Evolution Award – *Award given to a student that has supported and promoted diversity in clubs and organizations and in the community. Buena Vista University*

PROFESSIONAL GUEST LECTURES & PRESENTATIONS:

- “Advancing the Academic Success of Black Males,” Winston-Salem State University (2012)
- “The First Year College Experience,” North Carolina Central University
- “Interacting with Diverse People” – Charles H. Houston Young Black Male Institute, NC A & T (2012)
- “Alamance Youth Leadership Academy” – Elon University (2010-2011)
- “Difficult Dialogues in Teaching and Learning: Course Development” – Elon University (2010-2013)
- “DEEP Impact” – Elon University (2010)
- “Determined to Lead, Willing to Follow: A Drum Major Philosophy” – Elon University (2009)
- “Racism and The Emotional Mind” – Elon University (2009)
- “Demystifying Diversity: Five Core Competencies of Integration” – Elon University (2009)
- “The Color of HIV/AIDS: A Multicultural Perspective” – Buena Vista University (2007)
- “The Psychology of African American Oppression” – Buena Vista University (2006-2007)
- “From Conception to Birth: The African American Child” – Buena Vista University (2006)
- “The Faces of Oppression: Katrina Revisited” – Buena Vista University (2006)
- “The Impact of Trauma on Human Learning and Memory” – Buena Vista University (2005-2006)

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RELEVANT PROFESSIONAL COMMITTEE EXPERIENCE:

- Presidential Diversity Council, Elon University, (2010 – 2013)
- Long Range Residential Living Committee, Elon University, (2011 – 2013)
- Bias Response Team, Elon University, (2011 – 2013)
- Teagle Foundation, Elon University in partnership with Wofford College (2010 – 2013)
- Male Student Engagement Committee, Elon University (2010 – 2013)
- Orientation Weekend Committee, Elon University (2010 – 2013)
- Sexual Assault and Gender Issues Council (SAGIC), Elon University (2010 – 2013)
- Difficult Dialogues in Teaching and Learning: Inclusiveness in the Classroom, Elon University (2010)
- Advisor Council for the Center for Service Learning, Elon University (2009 – present)
- Teaching Fellows Advisory Committee, Elon University (2009 – present)
- Multicultural Center Vision Committee, Elon University (2009)
- International Student Services Committee, Elon University (2009)
- Winter Term Committee, Elon University (2009)
- Five Year Strategic Planning Committee – Multicultural Center

PROFESSIONAL COMMUNITY ENGAGEMENT:

- Academic Advisor, Delta Upsilon Fraternity, Elon University, (2012 – 2013)
- Elon First Baptist Pastoral Committee, Town of Elon, North Carolina (2010 – 2012)
- United Way Board Member - Alamance County, North Carolina (2010 – 2012)
- Diversity Task Force, Board Member – Buena Vista County, Iowa (2008)
- Council Against Domestic Abuse, Board Member Buena Vista County, Iowa (2007 – 2008)

PROFESSIONAL SEARCH COMMITTEE EXPERIENCE:

- Associate Dean of Students – Residence Life, Elon University (2010-2011)
- Elon First Baptist Pastoral Search Committee, Elon First Baptist (2010-2011)
- University Chaplain, Elon University (2008-2010)
- Director of Community Service, Buena Vista University (2007)
- Dean of Admissions, Buena Vista University (2005)
- Vice President of Enrollment and Retention, Buena Vista University (2005)
- Director of Student Activities, Buena Vista University (2005)
- Director of Academic and Cultural Event Series, Buena Vista University (2004)
- Director of Residence Life, Buena Vista University (2004)

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PROFESSIONAL REFERENCES

Dr. Howard Ward
Former Supervisor, 'Dean of Students'
Ohio Northern University, (1993-2000)

Recently Retired Vice President
Rochester Institute of Technology (2000 -2021)
63 Lomb Memorial Drive
Rochester, NY 14623-5604
Telephone: 585-475-6011
Email: hxwbsr@rit.edu

I have known Dr. Ward for nearly thirty-years as my undergraduate Dean of Students, former supervisor, and personal and professional mentor.

Maria Dykema Erb, M.Ed.
Former Colleague, Multicultural Center
Elon University, (2011-2012)

Inaugural Director of the Newbury Center
Boston University
Telephone: (919) 966-2613
Email: mariadykemaerb@gmail.com

I hired Ms. Erb in 2011 and have known her for more than 10 years. She is the co-author of my most popular book, *The View from the Mountaintop*

Dr. Cherrel Miller-Dyce,
Former Colleague and Mentor
Elon University, (2008-2013)

Associate Professor and Executive Director of Diversity, Equity, and Inclusion in the School of Education
Elon University
100 College Ave.
Elon, NC
Telephone: 336-210-8018
Email: cdyce@elon.edu

Dr. Dyce is a former colleague and friend. We have worked extensively raising awareness of diversity, equity, and inclusion to faculty, staff, and students. I have known Dr. Dyce for nearly 10 years.

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PROFESSIONAL REFERENCES CONTD.

Ms. Melissa Johnson,
Former Colleague at Elon University, (2008-2013)

Senior Program Manager
Amazon Web Service
Telephone: (202) 854-0003
Email: mjordan0922@gmail.com

I hired Ms. Johnson in 2010 and have known her for more than 10 years. She is the co-author of my book, *Strategies for Academic Success and Character Development*

Senior Pastor Lewis Tucker
Mentor, Advisor, and Council
My Church – Lynchburg

171 Park Ave.
Lynchburg, VA 24501
Telephone: 434-941-0306
Email: tucknupe@gmail.com

I have known Pastor Tucker for nearly five years and God has allowed our paths to cross in a mentor-mentee relationship. He has provided priceless insight on the call to ministry.