

NASA ANNOUNCES THE 2022



IF YOU ATTENDED THIS CONFERENCE IN 2021 YOU WILL RECEIVE LICENSE RENEWAL CREDIT, CUs & SALARY ADVANCEMENT AGAIN AS CONTENT VARIES!

CHECK OUT THE NATIONALLY KNOWN SPEAKERS BELOW!

HELD VIRTUALLY ON:

Monday November 28: 4:30 - 7:30 PM
Thursday December 1: 4:30 - 7:30 PM
Friday December 2: 4:30 - 7:30 PM
Saturday December 3: 2:30 - 5:30 PM
Monday December 5: 4:30 - 7:30 PM
Thursday December 8: 4:30 - 7:30 PM
Friday December 9: 4:30 - 7:30 PM
Saturday December 10: 2:30 - 5:30 PM
Monday December 12: 4:30 - 7:30 PM
Thursday December 15: 4:30 - 7:30 PM

CLICK "VIEW ENTIRE MESSAGE" AT THE BOTTOM OF THIS EMAIL
TO VIEW ENTIRE LINEUP

EARN 2 CREDITS TOWARD LICENSE RENEWAL (THAT'S 30 HOURS) & SALARY ADVANCEMENT
IN CCSD, WASHOE AND MOST NV COUNTIES!

&
NON-ADMINISTRATIVE LICENSED PERSONNEL IN CCSD ALSO EARN 10 CUS (unlimited CUs in
this category)!!!

&
CCSD Administrators earn 7 hours toward salary/step-advancement
(hours limited in this admin category)!

&
Washoe County participants will be required to also register for this course in "MyPGS" in order
to receive in-service credit toward salary advancement.

EARLY BIRD PRICING UNTIL SEPTEMBER 25, 2022!

\$100 REGISTRATION FEE for NASA MEMBERS!

\$125 REGISTRATION for Non-NASA MEMBERS!

ATTEND ALL SESSIONS OR ONLY THOSE YOU WISH
(participants only receive credit for sessions attended)

A portion of these proceeds from this virtual conference will help support the promotion of leadership development, and

Monday November 28, 2022
4:30 PM - 7:30 PM

WELCOME AND INTRODUCTIONS
4:30 PM - 4:45 PM

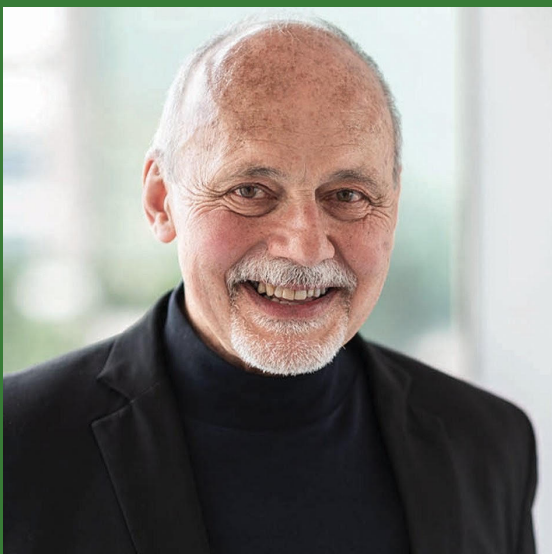


Dr. Jeffrey Geihs
Executive Director, Nevada Association of
School Administrators (NASA)



Dr. Zachary Robbins
Superintendent of the Marysville School
District in Washington State

**"The Power of One and The Power of
Many"**
4:45 PM - 6:00 PM



This motivational keynote is filled with "tips from the trenches" to help keep you and your students, staff and community safe and healthy so they can learn more and live better. It is packed with cutting-edge information, practical strategies and heartfelt stories about leadership, equity, the Whole Child, mental health, kindness, the power of words, the trauma-informed brain, ACEs (adverse childhood experiences), SEL (social emotional learning), stress management, wellness, and school and community climate and safety.

Dr. Stephen Sroka has spoken worldwide with The Power of One message, how one person can make a difference. Steve died while presenting a school in-service. A

Dr. Stephen Sroka

Adjunct Assistant Professor, School of
Medicine, Case Western Reserve University,
President, Health Education Consultants

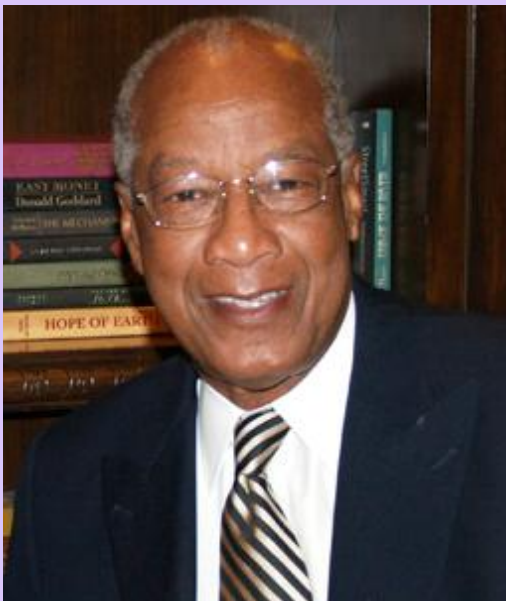
Session Description:

Trusted relationships may be the most important variable for effective learning, leading and living. The traditional challenges of building relationships are based on the 4 C's: Communication, Collaboration, Cultural Competency and Caring. Today, COVID presents ongoing challenges.

principal, two SRO's and others saved his life and changed his message. He now talks about how you need The Power of Many, how it takes a team, to make a lasting difference.

Research-based and reality-driven, this session offers honesty, humor, and hope. It stresses the importance of Resiliency and the 4 P's: Purpose, Passion, Pride and Persistence. It will warm your heart, stir your soul and ignite your brain. It has been said that it can even change your life professionally and personally. Let's see if it can spark the fire and the WHY within you.

"Learning and Justice for ALL Students" **6:00 PM - 7:30 PM**



Dr. Robert L. Green

Former Education Director to MLK
&
Dean & Professor Emeritus/Distinguished
Alumni, Michigan State University

Session Description:

During his session, Dr. Green will address the topics of Social Justice and the need to support ALL children and their parents academically, with a special focus on low-income students. In addition, Dr. Green will also be open to discussing *how high expectations, outstanding instruction, and curricular innovations help ALL students succeed*. He is looking forward to your questions.

Thursday December 1, 2022
4:30 PM - 7:30 PM

**"Omega... Mentoring, Motivating, and
Moving Lives.. A Programmatic
Approach"**
4:30 - 6:00 PM



Dr. Andre Denson

Website: www.omegaedconsulting.com

Session Description:

The main presenter, Dr. Andre Denson, Basileus, Kappa Xi Chapter of Omega Psi Phi Fraternity and the men of Omega Psi Phi Fraternity will share the 5 - 7 programs that make an immediate impact on children, in general, and children of color, specifically. The programs discussed have decades of successes with impacts on not only the young, but the adults who participate in them. The programs range from MS age events to college activities that benefit the young and our community. Participants of this session will get a myriad of programming ideas that they can utilize in their communities, churches, and schools! The value of this session is that it expands beyond "educator speak" and involves community leaders and business professionals.

"Omega Black Writers discussing the How to Write, Publish and Promote Your Book"

6:00 PM - 7:30 PM



Leary Adams



Dr. Darryl Brown



Jerry Holliday



Teddy Dubois



Charles Moore



Dr. Zachary Robbins

**Friday December 2, 2022
4:30 PM - 7:30 PM**

**"Coloring Outside the Lines: Diversifying
the Educational Pipeline"
4:30 PM - 6:00 PM**



Ramona Esparza

President of The Leadership Institute of
Nevada



**Dr. LeAnne Salazar
Montoya**

Assistant Professor UNLV

Session Description:

During this session we will discuss how we can identify and prepare statistical outliers whom aspire to administrative positions and superintendency for the ascension through the leadership pipeline. We will provide a brief overview of critical strategies for supporting and building a more diverse leadership pipeline including systems and practices for holding top leadership accountable, as well as strategies for changing organizational cultures. Finally, the session will discuss how leaders and organizations can better collaborate to support recruitment and retention of more diverse school administrators and its impact upon overall student success.

**"EARLY LEARNING: THE FOUNDATION
FOR LEARNING AND JUSTICE FOR ALL"**

6:00 PM - 7:30 PM



Dr. Linda Young

President, The Village Foundation, LJP

Session Description:

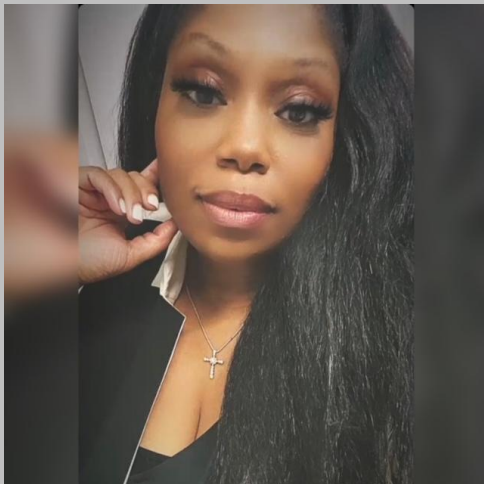
Participants in this session will discuss the foundation of Early Learning and what challenges support the concept of learning and justice for all students. Understanding the importance of prevention and intervention in early childhood and early elementary ages will be discussed which includes advocating for mental behavioral health. Participants will learn evidence-based strategies to address culturally diverse young children's social emotional needs. Reformative justice information and reflective ideas will be explored and implemented through scalable strategic learning techniques and positive action plans for early learning through high school years. Discussions incorporating the theories of Maslow's Hierarchy of Needs, Bloom's Taxonomy, and Howard Garner's Multiple Intelligence will be included in this presentation.

Saturday December 3, 2022

2:30 PM - 5:30 PM

"Effective Feedback Leadership for Equitable Education and Intentional Impactful Practices"

2:30 PM - 4:00 PM



Dana Fergins

Adjunct Professor - Southern University
System

Session Description:

School leadership and teacher leaders have a profound impact upon student mindset and academic success. During this interactive session participants explore ways to promote effective feedback, increase academic performance, and engage intentional development among students. Participants will also explore how to impact feedback practices in a manner that builds campus environment where learning is valued by teachers and students and builds equity education within an effective feedback culture.

"Leading for Equity During Times of Challenge"

4:00 PM - 5:30 PM



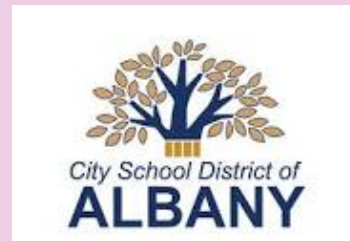
Dr. Markay Winston

Monday December 5, 2022

4:30 PM - 7:30 PM

"Equity in Action!"

4:30 PM - 6:00 PM



Session Description:

There is no passive path to ensuring equity. It's more than changing policies and adopting new practices. -Ken Williams

In this session participants will analyze research-based, hands-on practices and strategies for making equity visible, tangible and sustainable throughout the organization. Equity is about systemic change and the stages of that systemic change. We know that it's a challenge to embrace change, but change nonetheless is inevitable. Facilitating that change and creating the much needed buy in is critical to the success of ensuring equity in the



Kaweeda G. Adams
Superintendent
City School District of Albany

system itself. This interactive session will challenge current beliefs, practices and procedures in order to ensure that all students are considered in the decision-making process through the multi-faceted equity lens. Participants will engage in the analysis of how a system can define, actualize and operationalize equity with specific strategies and resources designed to increase access and opportunities for students, improve the delivery of quality instruction, build leadership capacity, empower families and engage community partners.

**"ANALYZING
PROPAGANDA AND
TEACHING MEDIA
LITERACY: THE
HOLOCAUST AS A
CASE STUDY"
6:00 PM - 7:30 PM**



ECHOES & REFLECTIONS

TEACHING THE HOLOCAUST. INSPIRING THE CLASSROOM.

Session. Description:

Media literacy skills have become essential for young people to successfully navigate and critically assess the ever-increasing amount of information they receive throughout their day - on social media, advertisements, television, and film. Therefore, it is crucial for students to comprehend and identify how media, both historically and in contemporary society, can be used as a tool to incite hate and violence against certain groups. This learning opportunity examines the events of the Holocaust through the lens of media, by examining propaganda deployed by the



Nazis to discriminate against Jews and other minorities. Educators will gain the tools to facilitate classroom discussions on the role and impact of Nazi propaganda during the Holocaust and support their students to critically analyze media in today's world while addressing the Nevada state standards.

Jennifer L. Goss

M.A., NBCT (she,her,hers)
Program Manager, Echoes & Reflections
(347) 949-2278

**Thursday December 8, 2022
4:30 PM - 7:30 PM**

**"Creating Empowering Spaces for
Communities of Color"
4:30 PM - 6:00 PM**



Dr. Danielle Stewart

Session Description:

Schools and school districts must create spaces for communities of color that their excellence and empower students and their families. It is time to move beyond believing that one conversation about race and membership is enough to create and sustain change. All stakeholders in schools must recognize their role in creating spaces that represent the "why" in which they are doing this work. The "why" is what unites us in this work.

**"What Happened to
You"
vs.
"What is wrong with
you"
6:00 PM - 7:30 PM**

THE
Therapeutic
SOLUTION
COUNSELING & CONSULTING



Monique Harris

Licensed Clinical Social Worker (LCSW)

Session Description:

We will explore understanding behaviors of other people and ourselves from the lens of asking the question, "What Happened to You" vs. "What is wrong with you". When working with others it is easy to place blame on them and question their emotions, holding ourselves and those around us to an impossible standard. It is time we ask a different question.

Through deep conversations, we will offer a shift from asking "What's wrong with you?" to "What happened to you?"

We will focus on understanding people, behavior, and ourselves. It's a subtle but profound shift in our approach to behaviors, but it's one that allows us to understand how our pasts impact our current lives. This workshop helps to clear a path to our future, opening the door to resilience and healing in a proven, powerful way.

**Friday December 9, 2022
4:30 PM - 7:30 PM**

"All Means ALL: How Each Atomic Interaction Impacts Relationships 4:30 PM - 6:00 PM"



Session Description:

Want to make an impactful and transformative improvement on learning for ALL? It begins with building better relationships by nurturing connections with intention. When we break it down to the smallest units of relationships, we find ourselves at the atomic level. It is from here we build a safe, secure, and supported environment for students to take risks with their learning. The power of your love and impact is limitless and it's your legacy that lives in them forever.

In this session, you will learn how our atomic interactions can not only make an impact on lives but an imprint on hearts. With three key foundational mindset shifts, you will discover how deepening meaningful relationships leads to improved well-being and greater joy in life so you can be the most effective educational leader who meets the needs of ALL learners. You

Livia Chan

will walk away with tangible ideas to use immediately in all of your personal and professional relationships in the communities where you belong. Join us on a journey to discover the gifts all around us in our relationships.

"Understanding the Educational and Professional Impact of Racial Battle Fatigue: Creating a Community of Care, Resilience, and Empathic Educators and School Leaders"

6:00 PM - 7:30 PM



Dr. William Smith

Professor in the Department of Education,
Culture & Society at the University of Utah

Session Description:

This presentation provides participants with essential information needed to examine more effectively and holistically at society and how it functions differently for racialized and minoritized people. The objection is to recognize how the foundation of race and racism play out to reinforce social and educational inequalities. Participants will: 1) Obtain an understanding of the foundation of racial oppression and how it has carried over to modern times; 2) Acquire a deeper understanding of what racial microaggressions are and how they impact Racialized Communities, and 3) Learn how events cause biopsychosocial trauma in Racialized Communities which leads to Racial Battle Fatigue.

Saturday December 10

2:30 PM - 5:30 PM

"Family Engagement is not an "add-on." It is what we do daily"

2:30 PM - 4:00 PM



Dr. Beverly Mathis

Lead instructor for The Public Education
Foundation's Family and Community
Engagement Course

&

Vice President of Teacher Engagement
and Early Learning at The Public Education
Foundation



Dr. Vincent Richardson

Instructor in The Public Education
Foundation's Family and Community
Engagement Class

&

Director of CCSD Equity and Diversity
Division

Session Description:

We invite you to join us as we examine strategies and resources that can be used effectively to communicate/partner with families. Through this family engagement journey, we will answer the question: Why Family Engagement?

"Discovery Education: Transformative Resources and Tools for the Innovative Classroom"

4:00 PM - 5:30 PM



Session Description:

Please join us to discover innovative ways to bring learning alive using digital resources and tools that foster student collaboration, critical thinking, communication, and creativity in any classroom. In this interactive session, participants will explore transformative ways to use the Discovery Education Platform to personalize learning and provide students with experiences that



Jennifer Moss

Manager, Statewide & Strategic
Partnerships, Nevada
Discovery Education

prepare them for the future. *All Nevada educators and students have access to the Discovery Education Experience through a partnership with the Nevada Department of Education and Nevada Gold Mines.

Monday December 12
4:30 - 7:30 PM

**"DEEP LEARNING FOR ALL:
LEADERSHIP WITH A JUSTICE AND
ANTIRACIST LENS"**
4:30 PM - 6:00 PM



Dr. Janice Jackson

Independent Education Consultant

Session Description:

As the world rights itself after a few tumultuous years, it is imperative that we are intentional in creating schools committed to deep learning for all. We can no longer look away or pretend that all is well. If we want to eradicate the cycles of injustice in our schools we need to think in new ways. Classrooms that are centered in love and justice expand students' and teachers' minds to imagine a world where each and every person is seen and treated with respect. In this session we will focus on leading with a justice and antiracist focus.

"TRANSFORMING LIVES THROUGH FINANCIAL EDUCATION & CAREER READINESS"

6:00 PM - 7:30 PM



Session Description:

Increasing JA awareness and sharing programs that Junior Achievement offers at no-cost to schools or teachers.

Candace Wells

**Thursday December 15
4:30 PM - 7:30 PM**

"Remedying the Public Health Threat of Jim Crow Discipline in Schools" 4:30 PM - 6:00 PM



Session Description:

Disproportionate suspensions and expulsions from United States schools impact students of color at staggering rates. It exacerbates the racial battle fatigue that students experience and is a byproduct of systemic disproportionality in school discipline that legislatures across the country seek to remedy through restorative practices legislation. Out-of-school behavior consequences leave students who need the most support out of school, disconnected from academic and emotional supports, and with gaps in their learning. Racism is a public health threat. This includes the racism of low academic expectations and the racism of unaddressed disproportionate suspension and expulsions of students of color from schools. Session participants will learn how to strike a balance between appropriate

Dr. Zachary Robbins
Superintendent of the Marysville School
District in Washington State

responses to misbehavior, schoolwide expectations that embrace student diversity as an asset, and providing students with skills to help them navigate situations that may result in out-of-school consequences.

"Social Justice: Why it Matters in Education"

6:00 PM - 7:30 PM



Dr. Milton J. Bennett



Dr. Greta Peay
NASA Deputy Executive Director
&
CEO of Infinity Diversity Matters

Session Description:

This session will focus on exploring the intercultural approach to social justice with the rationale that social justice is not only important in itself for students and school personnel, but it is a crucial aspect of developing critical thinking and becoming a good citizen of a multicultural society. The session will include some techniques for incorporating social justice issues into educational contexts, and it will show how the topic of social justice both demands and supports the metacognitive exercise of agency.

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BIOGRAPHIES IN ORDER OF APPEARANCE

Dr. Steph Sroka: Boy is retarded,” reads the top of Dr. Stephen Sroka’s third-grade report card. In ES, he was mocked for having a crossed eye and a speech impediment. He was crippled in a HS fight. Doctors said, “Listen to your teachers.” The more he listened, the smarter the teachers became. His HS counselor told him that he didn’t have the IQ to go to college, but he didn’t know that Steve had the I WILL. He learned to live with the gifts of ADHD and dyslexia. His struggles to become a teacher made him a better educator. He went from the “projects” to being inducted into the National Teachers Hall of Fame.

He was awarded The Walt Disney American Outstanding Teacher of Health and Physical Education, and has been on Oprah and covered in USA TODAY. He is an Adjunct Assistant Professor, School of Medicine, Case Western Reserve University, and president of his company, Health Education Consultants.

He received the Outstanding School Health Educator Award and Fellow status from the American School Health Association. Recently, he was named the Person of the Year for The International Association for Truancy and Dropout Prevention and received the first-ever School Health Leader Award from the American Public Health Association. But his most meaningful “award” was his then six-year-old daughter telling him that he was smarter than the cartoon character, Inspector Gadget. Obviously, his wife does not agree.

He travels the world striving to reach, elevate and inspire with **The Power of One** message. After a cardiac arrest, he realized that The Power of One was not enough. He needed **The Power of Many**. We all do. He always did, he just didn’t know it. He does now. He believes that one person can make a lasting difference with the power of many, and that is his WHY.

Dr. Robert L. Green, who holds a Ph.D. in Educational Psychology from Michigan State University (MSU) and B.A. and M.A. from San Francisco State College, is a former President of the University of the District of Columbia and a former Dean of the College of Urban Development at Michigan State University. With the support of Ambassador Young, Dr. Green worked for Dr. Martin Luther King, Jr. as the education director of the Southern Christian Leadership Conference from 1965-1967. Dr. Green has successfully related his writing and research to solve society’s most pressing social, political, economic, and racial issues. His research and practice have focused on the impact of poverty and discrimination on urban minority populations. He is a national and international expert on expectations and how it affects student achievement. He wrote the book, *Expect the most-provide the best: How high expectations, outstanding instruction, & curricular innovations help all students succeed*.

At Dr. Martin Luther King, Jr.’s request, Dr. Green and the late Hosea Williams provided leadership for the 1966 March against Fear in the state of Mississippi. The shooting of James Meredith initiated this march. After the assassination of Dr. Martin Luther King, Jr., Dr. Green and his wife, Lettie as well as his three sons Vince, Kurt, and Kevin, spent a significant amount of time with Dr. King’s widow, Coretta Scott King, and their children, Bernice, Dexter, Martin, III, and the late Yolanda King. The Greens made every effort to help Mrs. Coretta Scott King and her children adjust to the loss of their Dad.

Dr. Green’s latest book, *The Crossroad of Fear and Freedom: The Fight for Educational and Social Justice*, focuses on his academic work nationally and Internationally and his involvement with the Civil Rights Movement with Dr. Martin Luther King, Jr. Dr. Green has dedicated his life to helping others deal with fear, a lesson he learned personally from Martin Luther King Jr. Recently, Dr. Green received the King Center’s 2018 “Christine King Farris Legacy of Service” Award. He was honored with this award to recognize his

dedication, faithful service, and support of The King Legacy and The King Center.

Currently, Dr. Green is Dean and Professor Emeritus and Distinguished Alumni of Michigan State University. He and his wife, Lettie, currently reside in Virginia, in the DMV area.

Dr. Andre Denson

Dr. Denson is a committed professional who provides support and assistance to individuals in need. He currently serves as CEO and president of Omega Educational Consulting, LLC, in which he provides guidance in the areas of educational attainment, student/parent advocacy, career selection and support. Dr. Denson also serves as the Middle School Principal of Nevada Virtual Academy, the state's premier on-line public charter school.

As an educational professional for over 35 years, Dr. Denson was one of the youngest doctorate degree recipients from UNLV's College of Education (age 29) in obtaining his doctorate in Educational Leadership. He also earned his Master's Degree in Educational Administration and Bachelor's Degree in Mathematical Education from the University of Nevada, Las Vegas.

He has served in many professional capacities, ranging from a HS mathematics teacher, adjunct faculty member in the School of Mathematics at the College of Southern Nevada and in the Master's Programs at UNLV's College of Education and Sierra Nevada College. As an educational leader for over 30 years, Dr. Denson has led, as a principal of two different high schools, three middle schools and an elementary school, in educational reform and excellence. As a high-level administrator (Region Superintendent/Associate Superintendent/Chief), he was responsible for the oversight/supervision of over 60 schools/principals at one time and various district divisions and departments (Equity and Diversity; Athletics, Activities and Educational Services). He effectively provided the necessary leadership and supervision to bring about viable change/improvement.

Dr. Denson is an active member of his fraternity, Omega Psi Phi Fraternity, Inc. (Kappa Xi Chapter July 6, 1985... Life Member #3336) and a founding Board of Director for the Uplift Foundation of Nevada. The North Las Vegas native has served in various leadership roles including, but not limited to, Area Representative (NV-AZ-UT) 12th District of the Omega Psi Phi Fraternity, Chair of the CCSD Disproportionality Study, Finance Committee Chair for his church, and multiple offices (president, secretary, treasurer, committee chair and chaplain) for the Kappa Xi Chapter of his fraternity.

Dr. Denson has been honored in many capacities. He has received the KX Omega Man of the Year Award (2017 and 4 other times), Who's Who Among Black Las Vegas Award (2008 and 2010), CCSD Hall of Fame (2010) UNLV/UCEA's Excellence in Educational Leadership Award (2007), Frederick Douglass Education Foundation Community Award (2007), LV Chamber of Commerce Education Award (2005), Distinguished Men of Southern Nevada (2000/1998), Class Publications Principal of the Year (2004), 12th District Omegas Man of the Year (1999), MLK Parade Grand Marshal (1998), Boss of the Year (1993), Teacher of the Year (1990), New Teacher of the Year (1989), and Who's Who Among America's High School Teachers (1988), and a participating author of three manuscripts/books.

Dr. Denson is a minister ordained by the Universal Life Church Ministries, a proud father and grandfather, and a believer of a strong family/community unit.

Dr. Leary B. Adams

Dr. Adams has served as a military officer, classroom teacher, assistant principal, Highly Qualified Principal, entrepreneur, and author. He has presented on various educational topics and best practices at the national level including The Council of Great City Schools, Association of Black School Educators, and the National Association of Elementary School Teachers. His community service activities include President of the James B. Knight Chapter of the Tuskegee Airmen, life member of Omega Psi Phi Fraternity, Inc., the National Association for the Advancement of Colored People (NAACP) and serves on numerous ministries within his church. He is author of the book, *An Educator's Journey to a Successful School: Moving a Failing School to Success*. Dr. Adams has been married for over 40 years to Regina Jones Adams and they have four sons, Leary III, Christopher, Cory and Royce.

Dr. Darryl Brown

Dr. Darryl Brown has over twenty-five years of experience as a teacher, principal and county administrator in the Los Angeles area. His experience as an educational leader has included programs that support the social-emotional capacities of both students and adults. His book entitled *Thinking About Your Thinking* provides a primer on the terms, concepts and processes that support us in using our emotional intelligence to maintain our mental health.

Jerry Holliday

Jerry is a native of St. Louis, Missouri who was active in sports in high school and continues to be a big sports fan. Jerry earned a Bachelor of Science Degree in Business Administration from the University of Southern California and following working two years in Southern California for a major Defense Contractor was accepted as a Consortium for Business Management Fellow attending Indiana University where he earned his MBA in Marketing.

Jerry began his career in Mortgage Lending in 2002 after relocating to Florida. There he received several customer service awards while originating mortgage loans throughout the United States. Later he was relocated by his employer to Las Vegas Nevada where he worked in several real estate offices as their in-house lender and continues working with his many customers throughout the US today.

Jerry is passionate about community service and particularly working with youth. He has many years of volunteering with many organizations including the YMCA, Junior Achievement, UNCF, National Black MBA Association – St. Louis Chapter and Omega Psi Phi Fraternity, Inc. He has also served on the Board of Directors of the Uplift Foundation during his tenure on the Board the Foundation awarded \$250,000.00 in Scholarships, supported an ongoing Mentoring Program for male students from 6th to 12 grade and for a decade Chaired a STEM conference for 6th to 12th grade students currently held at the University Nevada-Las Vegas.

In 2021 recognizing the need to support members of Omega Psi Phi Fraternity, Inc who are published writers. Jerry started the Omega Black Writers Series as a virtual webinar featuring published writers discussing their individual titles, the process of writing and having their book published. The webinars are available on YouTube by searching Omega Black Writers. Several of the Omega Black Writers who are experienced Educators and Administrators will be featured in the Learning and Justice for All Conference.

Charles L. Moore

Charles is the Owner of C.L. Moore & Associates, a certified public accounting firm in Downtown Lansing, Michigan. C.L. Moore & Associates, founded in 1991, is one of the few Minority-owned accounting firms in Michigan outside of the Detroit area.

Having a background in politics, finance, and education, Charles L. Moore has dedicated his career to Urban Economic Improvement and Development. His company's lifetime work has been in pursuit of these ideals. He has worked as a CFO or Internal Auditor in Public and Charter Schools primarily in Urban settings. He has developed models that improved the financial stability of those urban schools that suffer from the high cost of educating poor children. He has poured his experience in these schools coupled with his own urban up bring to author this book.

As a Chairman of the Michigan Minority Supplier Development Council's Minority Business Enterprise Input Committee that helps the firms that provide professional service, leased employees', and insurance other than health. He is also Board member of the Michigan State Board of Accountancy. Charles L. Moore, a native of Fort Wayne, Indiana, found his passion and dedication for economic development through his experiences in his hometown and seeing his community members struggle to provide for themselves and their families.

He has been married for 11 years and has 3 children who give him hope for the future of the state of Michigan, as well as the United States.

Ramona Esparza, President, The Leadership Institute of Nevada (She/Her/Hers)

Ramona Esparza currently is the President of The Leadership Institute of Nevada (LION), a non-profit organization that cultivates innovative, equity-focused leadership development serving public, private, and charter schools. Ramona Esparza is an experienced Leadership Advocate, Coach, and Consultant with demonstrated results and a history of working in educational

advocacy and leadership transformation processes. She served as a site-based and central administrator in public education for twenty-eight years. Her skill sets are in Collaboration Solutions, Systems and Design Thinking, Coaching and Mentoring Leaders, Universal Learning Designs, Educational Technology, Data Analysis; and Outcomes-Based Implementation. Her philosophy of life-long learning is infectious, and she has been an advocate that believes “educating others with empowerment and self-efficacy is an equalizer.” She co-founded the Nevada Association of Latino Administrators and Superintendents’ (NALAS), est. 2018, and serves as the Co-Vice President on the Executive Board. She is a passionate believer that #Because Leadership Matters- Courageous Leaders are Everywhere, Changing the World!

Dr. LeAnne Salazar Montoya, Assistant Professor UNLV (She/Her/Hers)

Dr. LeAnne Salazar-Montoya is a lifelong educator and public servant from Northern New Mexico where she has dedicated twenty years of leadership, research, and service to the causes of education, social equity, and the leveling of the playing field for the next generation of students, teachers, and leaders. As a first-generation college graduate from her family, she holds an associate’s, a bachelor’s, a master’s, and a doctoral degree in the field of education. Like so many women out there, Dr. Montoya also holds an honorary degree in Motherhood as a proud mother of three. Her research in educational leadership, inclusivity, and Latina superintendency has been presented at both state and national conferences and has been published in academic forums such as the Journal for Research in Education. Alongside her research interests she remains actively involved with professional organizations such as the Gamma Beta Phi National Honor Society and ALAS (Association of Latino Administrators and Superintendents) where she recently graduated from a year-long Leadership Academy.

Dr. Montoya believes in the potential of every human being, she proudly embraces diversity in our communities and our schools, and as an educator and researcher she has made it her vision and her personal mission to develop equitable solutions that enable students and teachers to thrive in supportive and engaging environments. At the organizational level Dr. Montoya believes teamwork and empowerment are critical to success, and she commits herself to personal accountability and proactively looking ahead to anticipate needs and manage change. Her expertise and rise to leadership positions are the result of a trailblazing woman who has worn many hats over the years as a mother, a teacher, an administrator, an HR director, a small business owner, a school superintendent, a principal of Raton High School, and most recently as an assistant professor at the University of Las Vegas where she is channeling her educational philosophy and decades-long career into tomorrow’s leaders. In this rewarding role Dr. Montoya invests her time in preparing her students for leadership positions in their communities.

Dr. Linda E. Young

Dr. Young is a Nationally Certified School Psychologist (NCSP) and is currently the President of the Village Foundation, LJP. From 2009-2020, she served 12 years on the Clark County School District Board of Trustees representing District C in Las Vegas, Nevada. She received her Bachelor of Science in Spanish, Speech, English, and Master of Science in School Psychology from the University of Dayton, Dayton, Ohio. She has educational certificates in special education and school administration and received her doctorate in Educational Leadership from Northern Arizona University, Flagstaff, Arizona. She recently received the Certified Public Officials Certificate of Professional Development from University of Nevada, Reno and the Nevada Association of School Boards. Dr. Young was an employee of the Clark County School District for 32 ½ years. She served as a high school teacher, school psychologist, coordinator for special education programs, elementary special education teacher, high school dean and assistant principal, sixth grade center principal, and director of district-wide special education and diversity education programs. She is a passionate voice and fervent advocate for equity, diversity, inclusion, special needs, and access in education for ALL students. Dr. Young supports local and national STEM, STEAM, and other at-promise programs for underserved and underrepresented students of color, parents, families, and communities.

Some of Dr. Young’s recent honors and awards include: June 2022 Honoree Enshrined at the Historic Westside Legacy Park; February 2022 African American Trailblazer Educator Award, City of Las Vegas, Nevada, Las Vegas Community Department of Youth Development and Social Innovation; February 2021 My Brother’s Keeper Alliance Awards; February 2021 Outstanding Advocate Award, National Association of School

Psychologists, June 2021 Juneteenth Education Legacy Award, National Juneteenth Observance Foundation Nevada, Samuel L. Smith Education Foundation, Westside Historical Society; 2009-2020 Board of Trustees, Clark County School District; July 2021 Nevada Interscholastic Activities Service Award, June 2021 Lawrence Weekly and Power 88's Superwoman Saturday: Honoring Superwomen of Achievement.

Dana Michelle Fergins is Adjunct Professor for Southern University-Shreveport in the Division of Arts, Humanities, Social Sciences, and Education.

A career education advocate, Dana Michelle Fergins brings more than 20 years of experience in public education and higher education. Time and time again, she has made a difference during her distinguished career in state test scores, student success, discipline, professional development, and motivational/transformational speaking, and conference presentations. A two-time graduate of the Louisiana State University of Shreveport where she earned a bachelor's and master's degree. Ms. Fergins also holds a master's degree in History from Louisiana Tech University. She has certifications in History, Principal, Supervisor of Student Teaching, and Leadership Training.

Ms. Fergins has received recognition for her extraordinary career in education, her steadfast dedication to furthering equitable education, her tireless advocacy for education and children, and her passionate support of women and youth. She currently serves on two placements for Leadership Training for Junior League of Collin County. And, she is also a member of Delta Sigma Theta Sorority, Incorporated.

Dr. Markay L. Winston

Dr. Winston is a visionary, mission driven, and results oriented central office executive with twenty-nine years of public-school service, seventeen years at the cabinet and central office level. During her expansive career, she has a track record of successfully leading and managing strategic organizational initiatives. She has consistently been recognized at the local, state and national levels for her commitment to equity, social justice and academic excellence while ensuring that the needs of ALL students are prioritized.

Dr. Winston has served as Assistant Superintendent for Curriculum & Instruction for the Monroe County Community School Corporation since 2017, prior to her recent promotion to Deputy Superintendent. She began her career as an instructional school psychologist, and then served as Director of Student Services, Chief Officer for Diverse Learner Supports, Chief Academic Officer, and Assistant Superintendent.

Dr. Winston's wide-ranging oversight of key departments and offices has included working with federal and state grant programs; overseeing the supervision and support to elementary, middle and high school principals; administrative responsibilities for general education, special education, early childhood education, English learner supports, homeless education, and gifted and talented supports and services.

Dr. Winston has established herself as a keen collaborator and routinely facilitates cross functional teams in an effort to ensure alignment and cohesiveness. Dr. Winston's unparalleled commitment to excellence, equity, and opportunity resulted in distinctive shifts in district culture, language, focus and outcomes in each position she has held.

Mrs. Kaweeda G. Adams

City School District of Albany School Superintendent

As educators, it is our responsibility to believe in the possibilities of all our students, all the time. –Marva Collins

Mrs. Kaweeda G. Adams is the proud superintendent of the City School District of Albany. The City School District of Albany is comprised of 16 schools and approximately 7800 diverse students. She is a native of Shreveport, Louisiana, and a third-generation educator committed to providing diverse, equitable educational opportunities to meet the needs of all students, mentoring, and coaching instructional leaders, and building quality instructional delivery systems combined with systemic progress monitoring, job embedded professional development, and effective, value-added supervision. In the City School District of Albany, Superintendent Adams has been a leader in developing the first Equity in Education policy (Jan 2019) which serves as the foundational lens for restructuring instructional and operational best practices. Under Mrs. Adams' leadership, the district is steadfast in implementing research-based educational practices to eliminate racial

predictability of student success, disproportionality in behavioral consequences, inequities impacting marginalized and underserved populations and systemic barriers to opportunities and access. The District strives to provide a supportive, nurturing learning environment which values student voice, recognizes that a focus on individual student needs is necessary for equitable outcomes, and utilizes the strengths of Albany's diversity to ensure equitable outcomes for all students.

Mrs. Adams earned her BA in English Education from the University of New Orleans, Louisiana at New Orleans, LA. In 1989, Mrs. Adams and her husband moved to Las Vegas, NV. She earned her Master of Education degree in Education Administration and Higher Education from the University of Nevada, Las Vegas at Las Vegas, NV.

In her previous role, Mrs. Adams served as an educator in the 5th largest school district (327,000 students), Clark County School District (Las Vegas, NV), for over 28 years. She has held the following positions as an English educator (7th -12th grade), Dean of Students (Fremont Middle School), Assistant Principal (Keller Middle School), Principal (Bob Miller Middle School), Human Resources Director, Director of the Instruction Unit and Facility Administrator, Assistant Chief Student Achievement Officer (Performance Zone 3 serving 21,725 students), and School Associate Superintendent (Performance Zone 1 serving 28,116 students). In addition, she served as an instructor at Regis University, Las Vegas, NV.

In the City School District of Albany, Superintendent Adams is committed to working alongside all stakeholders to create a caring learning environment, which engages every learner in a robust educational program designed to provide the knowledge and skills necessary for success. Mrs. Adams is committed to implementing the best research-based instructional practices, which incorporate high cognitive demand, student engagement and real-world connections to promote equitable access and opportunities for students and families.

Kim Klett

Ms. Klett has taught at Dobson High School in Mesa, AZ since 1991 in the English Department. She received her master's degree in English from Arizona State University. In addition to teaching, she is a Museum Teacher Fellow with the United States Holocaust Memorial Museum, a teacher trainer for Echoes and Reflections, and a Carl Wilkens Fellow. She currently teaches Holocaust Literature and AP English Literature and Composition and sponsors Dobson's chapters of ADL's A World of Difference, No Place for Hate, Native American Club, and STAND (Students Taking Action Now Darfur).

Livia Chan

Livia Chan is a Head Teacher, author, blogger, and speaker deeply passionate about community, leading with heart and positivity, seeing things as gifts, and daily lifelong learning. She believes in the power of connections and thoroughly enjoys building relationships. Livia lives by the belief that it is through every ATOMIC interaction that we have the opportunity to intentionally uplift others through our love, kindness, and gratitude. We can brighten their day by making an impact on their lives and an imprint on their hearts. When every single interaction is gifted through our loving hearts, we help all feel seen, valued, heard, and appreciated.

For over 23 years, Livia continues to experience the pure joy of teaching K-5 in Vancouver, Canada, where she also earned her Master's degree in Curriculum & Instruction at the University of British Columbia. Along with being a classroom teacher, she is honored to be a member of the Teach Better Team as the Digital Content Coordinator. Previously, Livia served on the Burnaby District Staff Development Team in Learning Technologies supporting K-12 educators and currently serves on her District's Mentorship Committee and Building Your Leadership Capacity Committee. Her motto is "Working together to better ourselves, each other, and the world around us."

She would love to connect with you on Twitter and other popular social media platforms @LivChanL or at livchan.com.

Dr. Danielle Stewart

Dr. Stewart president of iChange Collaborative, has conducted hundreds of conversations with thousands of students, parents, and educators about the importance of diversity, equity, and inclusion best practices in education. She consults with schools, coaches leaders, conducts professional development workshops, and facilitates iChange's long-

standing Educators of Color Affinity Group. She is the co-author of Facilitating Conversations about Race in the Classroom (Routledge, 2022).

She is a dynamic presenter who brings passion and purpose for community engagement and education advocacy into every conversation she leads. She founded The Community Empowerment Foundation, College Prep and Connect Clinic, and In School Spirit. Through collaborative partnerships, she designs programs that ignite the school spirit and positive academic experiences of students of color.

Monique Harris

Ms. Harris is Licensed Clinical Social Worker (LCSW), holds a Bachelor of Art's degree in Social Work, focusing on the Non-Profit Sector and a Master's Degree in Social Work. She also holds several certifications for *Youth Agency Administration*, *Model Approaches to Partnership and Parenting*, *Parent Resources for Information Development and Education*, *Certified in Complex Trauma Treatment I&II*, and *Eye Movement Desensitization and Reprocessing (EMDR)*. She has worked in multiple facets providing services to underserved and disadvantaged populations for over 20 years.

This work includes founding and serving as the Founder and the Executive Director of Southern Nevada Children First (SNCF), a nonprofit organization where she helped homeless, pregnant, parenting youth, and young adults for over 10 years. She has also engaged in private practice providing mental health services and clinical supervision to fellow interns for over 5 years.

Additionally, Monique's experience encompasses working closely within the children and family services arena, where she has acted as a Foster Parent, Child and Family Advocate, and Community Liaison. She has also provided therapy for individuals, couples, groups, and families. Throughout her career, she has provided crisis assessments and interventions, transitional and permanent supportive housing, program development, grant writing & management, wraparound services, case management, community outreach, and mentoring.

In 2018, Monique started The Therapeutic Solution (TTS) Counseling & Training firm to help outpatient clinics open their doors to provide long-term quality mental health services to the community. Monique noticed a common thread throughout her career while working with the community in all populations, TRAUMA! She has recently developed and launched one of the only Behavior Health Intervention Trauma Centers in Nevada; The Family Trauma Treatment Center! There she and her staff are all trauma certified and provide trauma-informed care while administering programs and services, all relating to traumatic experiences. For more details, go to www.tts-nv.com.

Monique is motivated by her faith and belief that the work she does is what God intended for her to do with her life. With her education and God-given talents, she has been able to help a countless number of children and families, homeless individuals, pregnant, and parenting youth enhance their lives.

at various conferences, and at the United Nations.

William A. Smith

Dr. Smith is a full professor in the Department of Education, Culture & Society at the University of Utah. He also holds a joint appointment as a full professor in the Ethnic Studies Program (African American Studies division). He currently serves as the Chief Executive Administrator for Justice, Equity, Diversity, and Inclusion (JEDI) at the Huntsman Mental Health Institute and the Department of Psychiatry, in the School of Medicine. Dr. Smith has served as the Associate Dean for Diversity, Access, & Equity in the College of Education (2007-2014) and a Special Assistant to the President as the NCAA Faculty Athletics Representative (2007-2013) at the University of Utah.

Dr. Smith is the co-editor (with Philip Altbach & Kofi Lomotey) of the book, *The Racial Crisis in American Higher Education: The Continuing Challenges for the 21st Century* (2002). The 3rd revised edition of *The Racial Crisis in American Higher Education* is scheduled for publication in 2023 with all-new chapters. In 2018, he received the College of Education's Faculty Service Award for Outstanding Research & Scholarship. In 2020, Dr. Smith was awarded the Spencer Foundation's Mentor Award and the University of Utah's Distinguished Graduate & Postdoctoral Scholar Mentor Award.

In 2021, Dr. Smith was again awarded one of the University of Utah's highest honors with the Distinguished Professor Award for Scholarly Research and the Black Faculty & Staff's

highest award, the James McCune Smith Award of Veneration. In addition, in 2011, the 12th District of the Omega Psi Phi Fraternity, Inc. awarded him its Omega Man of the Year. In 2021, they awarded him again its Founders Lifetime Achievement Award. Most recently, Living Color Utah honored Dr. Smith with its award in Education for people who have made it their mission to impact the areas of diversity. Dr. Smith's research focuses on his theoretical and scholarly contributions to Racial Battle Fatigue (a concept he coined in 2003): the cumulative emotional, psychological, physiological, and behavioral effects of racial micro-level and macro-level aggressions (microaggressions and macroaggressions) on racialized Targets of White Supremacy. He summarizes this definition by saying it is a systemic racism-related repetitive stress injury.

Dr. Smith's work has appeared in such prestigious journals as The International Journal of Qualitative Studies in Education, Journal of Negro Education, Harvard Educational Review, Educational Administration Quarterly, American Educational Research Journal, Race Ethnicity and Education, Journal of Minority Achievement, Creativity, and Leadership, Spectrum: The Journal of Black Males, and American Behavioral Scientist, to name a few. In addition, Dr. Smith is an internationally known scholar who is often sought out for keynote presentations and interviews. In the past two years alone, he has provided almost 100 keynote lectures, presentations, and discussions from South Africa to Australia and Fortune 500 companies in the US. Among his most recent influential presentations have been to the Utah Supreme Court Justices, the Chicago Center for Psychoanalysis & Psychotherapy, Intel Corp., and some of the US's leading Colleges of Medicine (e.g., Cornell Weil Medical, University of Utah Medical, and the University of California-Riverside Medical). Additionally, he is one of the University of Utah's most highly cited scholars (top 10 percent according to Google Scholar).

Dr. Smith received his undergraduate and master's degrees from Eastern Illinois University (BA in psychology and MS in counseling psychology). His Ph.D. is from the University of Illinois at Urbana-Champaign (educational policy studies, sociology/social psychology of higher education).

Dr. Beverly G. Mathis, who is Vice President of Early Learning, Literacy and Family Engagement, joined The Public Education Foundation in 2011.

In 1976, Beverly relocated to Las Vegas from Tennessee, where she was an elementary school teacher for two years. Upon her arrival to Nevada, she taught 17 years in the classroom, three years as assistant principal and, from 1995 to 2011, served as the principal at Kermit Roosevelt Booker Sr. Elementary School, a post she held for 16 years until her retirement.

Among many recognitions of her commitment to excellence, Beverly received The Public Education Foundation's Lifetime Education Achievement Award in 2015, was selected in 2010 as School Administrator of the Year by the Nevada Association of School Boards, was a recipient of the 2000 Milken Family Foundation Education Award, and has been inducted into CCSD's Excellence in Education Hall of Fame.

In 2015, Governor Brian Sandoval appointed Beverly to Nevada's Spending and Government Efficiency Commission for K-12 public education. Beverly obtained her bachelor's degree in Elementary Education and a master's degree in Administration and Supervision from the University of Tennessee, Martin, and she obtained her doctorate in Educational Leadership from Nova Southeastern University.

Dr. Vincent Richardson

Dr. Vincent Richardson, is an educator who has spent much of his career teaching in and serving the underprivileged community in Clark County, Nevada. Prior to being an educator, Dr. Richardson taught in American Schools throughout Germany as a Drug Abuse Resistance Education (D.A.R.E.) Military Police Officer.

During Dr. Richardson's tenure as a Clark County School District educator, he has taught Kindergarten through 6th grade English Language Arts (ELA) teacher, Science Technology Engineering and Mathematics (STEM) teacher, and Advancement Via Individual Determination (AVID) teacher. He has sat on various school committees, such as school leadership team member, School Organization Team (SOT) chair, Student Intervention Team (SIT) member, and Wellness Committee chair. Currently, Dr. Richardson serves as an administrative coordinator in the Equity and Diversity Education

Department in the Clark County School District and he is an adjunct Education Psychology Professor at the College of Southern Nevada and he is an adjunct professor at Southern Utah University's Family and Engagement graduate course. Dr. Richardson also sits on several community boards that influence students' welfare and impact community engagement. Dr. Vincent Richardson is committed to assisting students to meet the demands of the 21st century by ensuring that they are healthy, safe, engaged, supported, and challenged.

Jennifer Moss

Ms. Moss is a passionate educator with twenty years of experience as an educator in Clark County School District. She currently serves as the Nevada Manager of Statewide and Strategic Partnerships with Discovery Education. Jennifer takes great pride in delivering timely and relevant professional learning, supporting teachers with innovative instructional design, and providing educators with tools and resources that support students in reaching their personal and academic goals.

Dr. Janice E. Jackson

Janice Jackson is an independent education consultant with a focus on leadership and organizational change in public schools and districts, antiracist strategies, teaching and learning, and teachers' and principals' professional identity. Prior to her current role she was a Senior Associate with the National Equity Project. She was the Executive Director of the Stanford Center for Opportunity Policy in Education. Dr. Jackson served as the Deputy Superintendent of the Boston Public Schools. She has worked in several academic institutions in a variety of capacities: including the Harvard Graduate School of Education as a lecturer, and a senior associate for the Executive Leadership Program which worked with district and state superintendents and their teams to help bring high quality teaching and learning to scale. Dr. Jackson was an Assistant Professor in the Lynch School of Education and an adjunct professor in the Leadership for Change Program in the Carroll School of Management at Boston College. During the first term of the Clinton Administration, she served as the Deputy Assistant Secretary for Elementary and Secondary Education for the U.S. Department of Education. Dr. Jackson has held several positions with the Milwaukee Public Schools in Wisconsin including Coordinator of School-based Management, Human Relations Coordinator and personnel analyst. She has also worked with the Archdiocese of Milwaukee as the Director of the Office for Black Catholics and an elementary school teacher.

Candace Wells

Presenter bios: Hometown: Las Vegas. College: UNLV "My Why JA": I believe students are the future of our community, and JA provides them with the tools for success.

Dr. Zachary Scott Robbins is the Superintendent of the Marysville School District in Washington State and the author of Restorative Justice Tribunal and Ways to Derail Jim Crow Discipline in Schools. He has "turned around" schools in Boston and Las Vegas and is honored to be the 2022 Nevada High School Principal of the Year. Dr. Robbins was the 2021 City of Las Vegas African-American Trailblazer in Education Award Recipient, and in 2021 he was the President-Elect of the Secondary School Principals Association of Nevada. He publishes commentary and news articles for various media outlets and makes frequent radio and television appearances to discuss politics and education.

Dr. Robbins and his team established the first restorative justice program in Nevada. His school was a training hub in restorative practices for Nevada educators. He coached state leaders in restorative practices on behalf of the Nevada Department of Education and informed education policy development. Dr. Robbins continues training teachers and school leaders in restorative practices through online courses he has developed and through occasional consulting engagements.

Dr. Robbins was educated at Howard University in Washington, DC, and he earned his Ph.D. in Education Administration at the Boston College Lynch School of Education. You can find Dr. Robbins on Twitter at DrZacRobbins.

Articles by and about Robbins

- <https://www.lasvegasnevada.gov/News/Blog/Detail/2021-african-american-trailblazer-service-awards-winners>
- <https://www.k12dive.com/news/learning-policy-institute-outlines-strategies-to-improve-equity-through-res/609205/>

- <https://districtadministration.com/3-school-district-ideas-ease-covid-staff-teacher-shortages/>
- <https://www.edutopia.org/article/leading-through-staffing-shortage>
- <https://www.edutopia.org/article/how-school-leaders-can-navigate-conflicting-demands-year>
- <https://www.edutopia.org/article/leadership-alleviates-stress>
- <https://www.edutopia.org/article/reaching-chronically-absent-students-during-distance-learning>
- <https://www.edutopia.org/article/how-make-teaching-online-feel-less-isolating>
- <https://www.worldedsummit.com/speakers/dr-zachary-scott-robbins/>

Dr. Zachary Scott Robbins is the author of *Restorative Justice Tribunal and Ways to Derail Jim Crow Discipline in Schools*, published by Routledge Education Press. A high school principal in Las Vegas, Nevada, Dr. Robbins is passionate about mobilizing faculty, families, students, and community partners to create a school culture that supports and elevates student success. He has “turned around” three secondary schools in Boston and Las Vegas.

Dr. Robbins is the 2021 City of Las Vegas African-American Trailblazer in Education Award Recipient. He has served on the Governor’s School Safety Committee, currently serves on the state superintendent’s Principals Advisory Committee, and he is the President-Elect of the Secondary School Principals Association of Nevada. He publishes commentary and news articles for various media outlets, and he makes frequent radio and television appearances to discuss politics and education.

Dr. Robbins and his team established the first restorative justice program in Nevada, successfully reducing suspension and expulsion rates. His school functions as a training hub in restorative practices for Nevada educators.

Dr. Robbins was educated at Howard University in Washington, DC, and he earned his Ph.D. in Education Administration at the Boston College Lynch School of Education. You can find Dr. Robbins on Twitter at [DrZacRobbins](#) and online promoting financial literacy and financial freedom in the [Zrazey Social Network for Educators](#).

Dr. Milton J. Bennett founded and directs the *Intercultural Development Research Institute* located in Washington State, USA and Milan, Italy (<http://www.idrinstitute.org>). He was a tenured professor at Portland State University is now an adjunct professor at the University of Milano-Bicocca, where he teaches intercultural communication in the graduate program of Social Service Management and Political Policy. He has designed and conducted intercultural training for over 150 schools and universities, and he has served on the executive training faculty of eight major business schools and corporate universities. Milton is known for originating the *Developmental Model of Intercultural Sensitivity* that has been used to guide training and research in the field since 1986. His major textbook is the revised edition of *Basic Concepts of Intercultural Communication: Paradigms, Principles, & Practices* (Intercultural Press, 2013). He contributed four major entries to the Sage Encyclopedia *Multicultural America* (Carlos Cortés, Ed.), wrote the chapter “The Epistemology of Hate” in *The Psychology of Hate Crimes as Domestic Terrorism* (Ed Dunbar, Ed.), and contributed the chapter “The Value of Cultural Diversity: Rhetoric and Reality” to the Springer series *Realizing the Full Potential of Cultural Diversity* (David Sam, Ed.). Personally, Milton was a Peace Corps Volunteer in Micronesia and has lived in urban multicultural neighborhoods most of his life. He currently splits time between residences in the Seattle area and Milan, Italy with his Italian wife and bicultural son.