
“There are opportunities even in the most difficult moments.”
— Wangari Maathai

Keesha Burke

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PROFESSIONAL SUMMARY

Leader with a proven track record in higher education, non-profit management, consulting, cultural programming and assessment. Adept at strategic diversity, facilitating equity, and fostering inclusive environments. Skilled in community-building, driving stakeholder commitment and improving cultural climate resulting in retention and increased engagement.

SUBJECT MATTER EXPERT:

Leadership, Communication, Equity and Inclusion, Africana/ African American culture, Gender (Women's Leadership), Culturally-centered change management, Systems Thinking & Restorative Practice

EDUCATION

5/24 (expected)	PhD, Kennesaw State University, Atlanta, International Conflict Management
5/06	MBA (Completed coursework) Oglethorpe University
12/98	BFA/MA, New York Institute of Technology, New York, Communication

HIGHLIGHTS:

- Build Diversity, Equity and Inclusion into strategic planning, policy and practice.
- Increase retention by targeted population intervention 10%+ year over.
- Increased fundraising 60% for engagement initiatives through individual donors and foundations; raised \$300,000/ yr. for program operations.
- Develop strategy plan and policy proposals toward economic, religious and gender equity.
- Write press releases and community notices during crises points.
- Chair community action committees to confront acute crises; conflict-management.
- Individual strengths-based, identity-centered counseling and coaching.
- Increased satisfaction and persistence rates through budgeting/ resource allocation to expand support programs.
- Drafted quarterly and semi-annual proposals and presentations for Board of Directors.
- Designed intervention strategies resulting from assessments and climate surveys.
- Manage staff and volunteers.
- Facilitated monthly training and development sessions to cultivate a learning culture.
- Design and Teach courses in Communication, Social Issues in Organizations, Leadership Studies, African-American Studies and Gender.
- Increased global presence through creative program design and federal compliance.
- Crafted experiential programming opportunities connecting local community and organizations in food access and refugee settlement.
- Reimagined a vision for STEAM programming and corporate donor strategies.
- Organized annual Humanities research symposium highlighting social justice.
- Create multicultural events and engage global thought leaders.
- Functioned as change management consultant for leaders, coaching them through culturally-dynamic decision making.

- Organizational liaison for federal compliance system.
- Creator of Employee Resource Groups and inclusive leadership recognition.
- Facilitate dialogue around pressing socially hot topics of concern to stakeholders.
- Serve as Community Engagement/ Social impact representative in local community.

ADVOCACY, RESEARCH AND POLICY

- Gender and Human Rights - Build NGO catalogue to access resources for gender policy,
- Social Media and political decisions - Twitter Data Categorization and Analysis
- Juvenile Justice Information Exchange - Curate research across practice areas building on MacArthur funded juvenile justice digital access resources. Build relationships with contributors, funders and juvenile justice professional communities.
- African Studies Association – Examining Caribbean Women Leadership presentation.
- National Science Foundation-Archives Unleashed at the Library of Congress: Examined twitter datasets from UK and Canadian Parliament members about conflict strategies.
- National Communication Association - "How Do We Begin to Breathe Again?" Gandhi's Vision and Principles of a Good Society as a Platform for Social Change Panel member.
- New York University/ ITP Tisch School of the Arts -Innovation Lab, A collaborative intensive, using technology and art to implement social solutions in public spaces.
- National Women's Studies Association Conference: Presentation on breaking the barriers to entry for new feminist approaches in business, education, arts and government.
- National Association of Women Business Owners-Inaugural DEI Vice President.
- Cedar Rapids school district equity task force, "Grow your Own" Black male teacher development initiative and vocational program development.
- McCauley Center/ United Way refugee settlement program participation.
- Created social justice research center.

EXPERIENCE

Randolph College - Chief Diversity Officer	02/2021 – 07/2023
Mount Mercy University - Director of Diversity	01/2019 - 01/2021
Kennesaw State University - Instructor	01/2018 - 12/2018
One Woman Central – Founder	01/2015 – Current
University of Georgia - Instructor	01/2015 - 12/2015
Morehouse College – Lecturer/ Assistant Director	01/2006 - 01/2017
Clayton State University - Instructor	01/2003 - 01/2007
Best Kids - Executive Director	01/2000 - 01/2003

BOARD SERVICE

The Listening, Inc (Co-Chair)
 Virginia Center for Inclusive Communities
 McCauley Refugee Center
 United Way Eastern Iowa
 Academy for Scholastic and Personal Success

PROFESSIONAL : National Communication Association, National Women’s Studies Association