

# 2021 NABSE Southeast Regional Conference

## *Delivering on the Promises: Equity, Social and Racial Justice*

Presenters & Course Abstracts

April 30, 2021 4:00-7:00 p.m. – May 1, 2021 8:00 a.m. – 7:00 p.m.

### WORKSHOP SERIES I – Friday, April 30, 2021 – 4:00 PM – 7:00 PM

Session	Titles	Presenters	Learning Description
1 5:30 PM- 6:45 PM	<b>Becoming the Educator They Need: Mindsets, Strategies and Beliefs for Educating Black and Latino Males</b>	Robert Jackson President and CEO of Robert Jackson Consulting LLC robert@robertjacksonmotivates.com	Black and Latino Males are the most misunderstood, suspended and expelled students in K-12 Schools in the US. It's important to understand the thought process of these young men in order to educate them more effectively even during a pandemic. Many of these young men live in fear daily and it comes out in negative ways in their interactions at school. This interactive session will give strategies to teach educators and administrators how to become the educator these young men need including affirming them, speaking positive words, teaching them to control emotions and how to turn hard skills into soft skills. This session will address how young men are wired and the effects that come along with that. Mr. Jackson will be sharing research from his ASCD Gold Excel Award Winning Book, "Becoming the Educator They Need: Mindsets, Strategies and Beliefs for Supporting Male Black and Latino Students. Come join this fun session and learn techniques educators and administrators can use right away.

### WORKSHOP SERIES I – Saturday, May 1, 2021 – 8:00 AM – 7:00 PM

2 8:15 AM – 9:15 AM	<b>The Minority Report</b>	Hotep, Educational Success Strategist, MBA, PMI  Donnie Crenshaw, Tennessee ABSE	For the past decade, Hustle University has been a leader in providing evidence-based interventions to struggling schools across the US. Through their work consisting of: implementing best practices, coaching principals, training staff and engaging students they have amassed an incredible amount of qualitative and quantitative data on what works in schools (and what doesn't). This presentation shares 10 years of real-world research from the unique perspective of a nationally recognized, African-American led education firm.
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3  9:15 AM- 11:15 AM	<b>Building a Community of Cultural and Racial Competency</b>	Dr. Eddie Moore, Jr. National Keynote Speaker, Author, Research/Consulting	<p>This interactive keynote introduces the book, <i>A White Women's Guide to Teaching Black Boys</i>. It was created to support White Women (educators) to engage in concentrated, focused inquiry around their relationships with Black male students and the impact on those relationships related to issues of white supremacy, white privilege, race and racism. Using starts, facts, testimonials, professional (personal) experiences and video footage from interviews with both White female teachers and Black men and boys, this experiential keynote is designed to generate new avenues of reflection and action for White (all) teachers, educators, parents, guardians, mentors and others.</p> <p>Schools that fail Black boys are not extraordinary. In fact, schools that fail Black boys are, in essence, doing what they were built to do. Schools in the United States were built by White people for the advancement and education of White people. For Black people in the U.S., getting an education has historically been an illicit activity rife with danger, personal risk and structural barriers. When schools fail Black boys, it's because they are <i>doing school</i> the way that school has always been done. It may be the only way schools know how. And yet, if we want to shift outcomes for Black boys, we need to create different ways to <i>do school</i> that acknowledge this history and that work for the vast majority of Black boys. That would be extraordinary. If we can do this, if we can fix education so that Black boys show up at schools in the wholeness of their selves, so that Black boys feel a sense of belonging, nurturance, challenge and love at school, so that Black boys grow up to live full lives with meaningful work and a sound educational foundation, it will be because White women made it happen. If we don't, it will be because White women didn't make it happen. Either way, White women are in the driver's seat in the classroom in America. We don't have an option here. White women have to do this work.</p>
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<p>4</p> <p>11:15 AM- 12:15 PM</p>	<p><b>Delivering on the Promise of Literacy for All: YES, We Can!</b></p>	<p>Laura Stewart, Guest Speaker</p>	<p>There is no job more important than the development of a strong foundation of language and literacy skills, as we set the stage for children's future academic learning, as well as their ability to think critically, creatively and productively as literate citizens of the 21st century. The past 40+ years have yielded tremendous interdisciplinary insights into the science of reading, gathered from developmental psychology, cognitive neuropsychology, developmental linguistics, and educational research. Indeed, this is the most studied aspect of human learning. This session will focus on proven strategies in beginning reading which can be implemented by every educator and supported by colleges of higher education, policy makers and community stakeholders. By reimagining the future of literacy education rooted in science we CAN accelerate the movement toward literacy for all.</p>
<p>5</p> <p>12:45 PM- 1:45 PM</p>	<p><b>Using Data Informed Practice to Engage Family and Community</b></p>	<p>Candice Washington, Founder of Avery Consultants</p> <p>Harold Dixon, CMS Family Engagement</p>	<p>Student data provides a deep dive into what works, what doesn't work, and why. Students succeed when family and community stakeholders have the data needed to partner with their schools to reach educational goals. In order to be empowered to do this, they need to be informed and have a unified vision for their student's future. The speaker will provide attendees with pragmatic success strategies detailing how to use data informed decision making as a way of engaging family and community --helping students excel and forge new avenues to achievement.</p>
<p>6</p> <p>12:45 PM- 1:45 PM</p>	<p><b>From Skill to Intellect: Examining How Actionable Data Can Support Literacy Development</b></p>	<p>Glendaliz Martinez Almonte, National Director, Content and Implementation, Curriculum Associates</p>	<p>This session will provide an alternative lens to the use of data as it relates to literary content and delve into building student knowledge through the use of culturally responsive teaching approaches.</p>
<p>7</p>	<p><b>Family Financial Freedom</b></p>	<p>Marlon Smith, Speaker Team: Tony Jackson, Jr., Sherry</p>	<p>The Wall Street Journal reports: "78% of All Americans (regardless of income) are living paycheck to paycheck"... This is alarming. So what can</p>

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1:45 PM- 2:45 PM		Lykes	the family do in 2021 to create Legacy Wealth today and for future generations? During this FUN and interactive presentation, Sherry Lykes, Tony Jackson and Marlon Smith will share inspiration and inspiration for all parents and children. Get ready to learn because these three presenters are CFEIs (Certified Financial Education Instructors).
8  2:45 PM- 3:45 PM	<b>From Ripples to Waves: Creating a Culture of Equity</b>	<p>Eddie Lincoln, Chief Partnership Development Officer, EOS</p> <p>Dr. Tracey Conrad, EOS, Partnership Director</p> <p>Marquise Roberson, African American Male Initiative/Partnership Director, EOS</p> <p>Kristin Ward, Partnership Director, EOS</p> <p>Kristen Horan Ingold, Supervisor for AP, AVID, and Gifted Office for Leading and Learning, Pasco County SD (FL)</p> <p>Dr. Yolanda Burnette, Assistant Principal, Ardrey Kell HS, Charlotte-Mecklenburg Schools</p>	<p>Join Equal Opportunity Schools and school leaders from Charlotte-Mecklenburg and Pasco County in this community building session: From Ripples to Waves - Creating a Culture of Equity. In this session, our speakers will touch on the impact of instructional leadership, learning styles of African American students, mental health and SEL supports, and best practices surrounding implicit racial bias.</p> <p>During this session, leaders will be challenged to think about how equity work can be infused in all aspects of school culture: from instructional leadership and goal setting, to professional development around implicit racial bias, to mental health and SEL training for staff, to student learning experiences and expectations of students of color, and increasing parent/community involvement.</p> <p>This session is designed to leverage the expertise of EOS' current partner districts to provide strategies that can be leveraged immediately and in the upcoming school year.</p>

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April 30, 2021 4:00-7:00 p.m. – May 1, 2021 8:00 a.m. – 7:00 p.m.

		Tofa McCormick, Director of Marketing	
9 3:45 PM- 4:45 PM	<b>Using Behavioral Science to Help Families Close the Attendance Gap</b>	Dr. Todd Rogers, Speaker Co-Founder & Chief Scientist, EveryDay Labs	<p>Chronic absenteeism has always been a complex issue since barriers to attendance are often the result of systemic inequity. With COVID-19 exacerbating the equity gap, engaging families as partners to remove systemic and individual barriers to attendance is key to ensuring vulnerable students have the opportunity to learn every day.</p> <p>Join with Dr. Todd Rogers, Professor of Public Policy at Harvard University; Co-founder, EveryDay Labs, to gain insight into:</p> <ul style="list-style-type: none"> <li>• Leveraging behavioral science to help families help students</li> <li>• A non-punitive approach to improving attendance</li> <li>• How to effectively communicate with families</li> </ul>
10 4:45 PM- 5:45 PM	<b>Ensure Every School District has a Racial Equity Policy</b>	Dr. Geneva A. Stark, Speaker	<p>Dr. Stark will share her experiences when working collaboratively with various departments at Jefferson County Public Schools delivering professional development services to staff on Racial Equity Policy and Implicit Bias. She received the National Professional Council Certification in Diversity which supports the mission and goals of the organization providing ongoing "Diversity, Equity and Inclusion" workshops and trainings. Serving in many roles in JCPS Human Resource Department provided her many experiences that included District Administrator in Diversity, Equity and Poverty Departments. Participants will receive many strategies and best practices to share with your school district to enhance your policy or create a Racial Equity Policy that yields positive results.</p>

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April 30, 2021 4:00-7:00 p.m. – May 1, 2021 8:00 a.m. – 7:00 p.m.

11  5:45 PM- 6:45 PM	<b>Issues Impacting African Americans and Children of Color in Education, Health, and Safety during COVID-19</b>	Congresswoman Alma Adams, NC 12 <sup>th</sup> District  Senator Joyce Waddell, North Carolina State Senate, District 40  Dr. Richard Watkins, Founder & CEO of the Science Policy Action Network, Inc., Candidate for US Senate (NC)  Stephanie Sneed, Esq., Chair of the Charlotte Black Political Caucus  District Court Judge C. Renee Little, Moderator	This session will show the commitment of the Congressional Black Caucus dedication to advancing the African American community through research and policy that supports the needs of their communities. The fight to support education and needs of African American families during COVID-19 will also be discussed.
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### Speaker Biographies

**Glendaliz Martinez Almonte** works nationally for Curriculum Associates, advising districts in their implementation of high standards, culturally

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responsive teaching supports, and English Learner (EL) resources. In 2021, Glenda celebrated her 20<sup>th</sup> year in education. Glenda has taught at every grade level, including college-level English language arts and English for Speakers of Other Languages, to adults in the community. During her educational career, Glenda has supported school districts in their planning, writing, and implementation of curriculum to ensure equity and access for marginalized students.

**Sonya Coleman** serves as the Vice President, Strategic Partnerships of Curriculum Associates. Her mission is to deliver a high quality, technology-based education that provides the skills and knowledge students need for success. She works with school leaders to ensure they are familiar with the research data aligned with our products that yields better results.

**Dr. Tracey Conrad** is the Partnership Director of Equal Opportunity Schools. Tracey Conrad spent nearly 30 years in public education, 20 of which were in an administrative role. Most recently, she served as the principal of a large urban/suburban high school. She has always been extremely committed to social justice issues within the public-school system. As a high school principal, she successfully partnered with Equal Opportunity Schools to close the AP access gaps. She retired from Columbia Public Schools in 2014. Tracey earned her BSED in biology, Master of Educational Administration, Educational Specialist, and Doctorate of Educational Leadership and Policy Analysis degrees from the University of Missouri-Columbia. Most recently, she received the 2014 UCEA Excellence in Educational Leadership Award, due in part to her work with Equal Opportunity Schools and commitment to achieving equitable access to Advanced Placement classes for all students. She continues her work for social justice as a Partnership Director and a member of the Strategic Initiatives Team.

**Equal Opportunity Schools** is a national organization serving school districts of color and low-income students and improve the accessibility of advanced learning classes. They provide tools such as the gaps chart analysis, equity pathways reports, beginning and end-of-year student/administrator surveys, best practices from more than 700 schools in 220+ districts across 35 states, and support to make equity and improved access to rigorous courses a district priority.

**Hotep**, a disruptive innovator and Congressional award-winning author, is widely known for his proactive “tough love” approach to education. He is a 15-year master teacher that has developed a reputation for requesting the most troubled students and transforming them into willing participants in their own education. Hotep is the founder of the MAKE A WAY program, a series of high relevancy curricula which are used in over 1000 schools throughout the U.S. His profound work has earned him nominations for the Presidential Citizen’s Award and as a CNN Hero. Hotep is also creator of the revolutionary Outcome Progression Model, which he uses to transform the climate and culture of poverty, excuse making and helplessness into one of hope, empowerment, resiliency and success.

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## *Delivering on the Promises: Equity, Social and Racial Justice*

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April 30, 2021 4:00-7:00 p.m. – May 1, 2021 8:00 a.m. – 7:00 p.m.

**Robert Jackson** began his teaching career almost 25 years ago in Indianapolis Public Schools with a No More Excuses teaching approach with all of his students after being cut from the NFL Minnesota Vikings. As an educator, he didn't allow his students to feel sorry for themselves or let their circumstances define their futures. He set high expectations for his students and expected them to do well. As a Coach, the same rules applied. Those same students went from low performing to successful Pastors, Lawyers, School Administrators, Teachers, Pharmaceutical Sales Reps, Business Owners, Pro Athletes, Entertainers and more. He has become one of the most sought-after speakers in the country, delivering keynote addresses and workshops to educators and administrators at national conferences, parents and student workshops, corporate events and churches. He has delivered 100's of presentations and has become an expert in teaching cultural diversity, restorative practices, socio emotional learning, working with students who have experienced trauma and how to educate Black and Latino males. His goal is to teach educators and administrators how to use their power more effectively to Educate, Activate and Motivate all Students to be Successes. Mr. Jackson has written and published 6 books and has written articles for ASCD EL Leadership Magazine. His new book, "Becoming the Educator They Need: Strategies, Mindsets, and Beliefs for Supporting Male Black and Latino Students" won the Gold Excel Award for Technical Writing in August 2020. His "No More Excuses" Curriculum has been featured in publications nationally and is being utilized in K-12 Schools, Colleges and Universities in the US and Canada. His books include, "Black Men Stand Up", "A Boys Guide to Manhood", "A Young Woman's Guide to Womanhood", "Put a Stop to Bullying" and "Solutions to Educating Black and Latino Males." He attended Western Kentucky University where he received his BS Degree in Industrial Technology while lettering 4 years in both Football and Track. After being cut from the NFL he was broken himself and understands the importance of educators being sensitive to students who have experienced trauma and let downs. He teaches solutions how to lead through a pandemic, while remaining deeply rooted in his commitment to serve his community as a speaker and mentor. He has spoken at national conferences including ASCD, SDE, CAAASA, NABSE, SREB, School Discipline National Conferences and the National ESEA. Mr. Jackson is a Life Member of Kappa Alpha Psi Fraternity Inc., and the NFL Players Association. He has received numerous awards for his work including the NOBLE Justice by Action Youth Award, the Key to the City of Miami, Florida and the 2019 National Motivational Educator of the Year Award by the Alpha Foundation. 1000's of youth, parents and educators are being transformed through his speeches and presentations. He is married to Essence Best Selling Author, Tajuana "TJ" Butler-Jackson and they have 3 children and 1 grandson. His motto is, "For Every Problem, there is a Solution."

**Eddie Lincoln** is the Chief Partnership Development Officer of Equal Opportunity Schools. Eddie is passionate about issues of social justice and educational equity. He is deeply committed to closing the opportunity gap for underrepresented youth and is proud to be an active member of his community. Most recently, Eddie served as the Assistant Director for K-12 Partnerships as part of the Seattle University Youth Initiative, a community engagement effort focused on strengthening education and support systems for neighborhood youth and their families. In his role, he successfully partnered with Seattle Public Schools to develop programs which address gaps in services and learning opportunities. Eddie also

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Presenters & Course Abstracts

April 30, 2021 4:00-7:00 p.m. – May 1, 2021 8:00 a.m. – 7:00 p.m.

served as the University liaison to staff, students, and community partners interested in engaging in school-based projects and programming. Eddie has a Bachelor of Arts in Communication Studies from Seattle University and a Juris Doctorate from Thurgood Marshall School of Law.

**Dr. Eddie Moore, Jr.** pursued and achieved success in academia, business, diversity, leadership and community service. In 1996, he started [America & MOORE, LLC](#) to provide comprehensive diversity, privilege, leadership and #BecomingAntiRacist training/workshops. Dr. Moore is recognized as one of the nation's top speakers and educators. His interview with Wisconsin Public Radio won the 2015 Wisconsin Broadcasters Association's [Best Interview in Medium Market Radio, 1st Place](#), he is featured in the film "I'm not Racist...Am I?" and in the article [5 Clear Ways to Tell Whether You'll Be a Good Leader in 2021](#). Dr. Moore was recently named one of [Wisconsin's 51 Most Influential Black Leaders](#) and he is also the Founder/Program Director for the global [White Privilege Conference \(WPC\)](#). In 2014 Dr. Moore founded The Privilege Institute (TPI) which engages people in research, education, action and leadership through workshops, conferences, publications and strategic partnerships and relationships. He is co-founder of the on-line journal *Understanding and Dismantling Privilege*, co-editor of *Everyday White People Confront Racial and Social Injustice: 15 Stories*, *The Guide for White Women who Teach Black Boys*, *The Diversity Consultant Cookbook: Preparing for the Challenge (2019)*, *Teaching Beautiful Brilliant Black Girls (forthcoming, 2021)* and *Lil' e - The Big Misunderstanding (2020)*. For 10-years, he served as Dir of Diversity at Brooklyn Friend [www.linkedin.com/in/eddiemoorejhttps://idiinventory.com/](https://www.linkedin.com/in/eddiemoorejhttps://idiinventory.com/)

**Marquise Roberson** serves as the African American Male Initiative/Partnership Director of Equal Opportunity Schools. Marquise comes to Equal Opportunity Schools after a stop in the political world. Marquise served as the Regional Manager for Save the Children Action Network, a policy organization aimed at advocating for investments in early childhood education now. He also was the Field Director for the Seattle Preschool Program campaign that created a system for all children to have an opportunity to attend preschool. Beyond his policy work, he brings a strong background in school/community partnerships and youth development. He was the Community Organizer for the immigrant refugee community of White Center. In addition, he was the Assistant Director for College and Career Readiness programs at the Meredith Mathews YMCA where he worked with a number of Seattle Public Schools high schools. His passion lies in social justice with an emphasis on engagement and equity. He is an active member in his community volunteering with youth groups such as: The Service Board, The Portfolio Project and Treehouse. His aim when working with youth is providing the perspective that their wildest dreams are possible if they chase them with great intensity. Marquise has a Bachelor of Arts in Business and Marketing, Retail Merchandising and Leadership from the University of Minnesota-Twin Cities.

**Dr. Todd Rogers** serves as a behavioral scientist who studies how mobilizing and empowering students' social networks can increase student success. He founded the Student Social Support R&D Lab at Harvard to use data and behavioral science to develop and prove scalable, high ROI interventions that mobilize and empower students' social support systems to improve achievement. As Chief Scientist, Todd leads EveryDay Labs'

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research and innovation, leveraging evidence from our RCTs, research from the Harvard S3 Lab, and academic research to improve the effectiveness of our programs. Todd received his Ph.D. jointly from Harvard's Department of Psychology and Harvard Business School.

**Marlon Smith**, an Amazon #1 best-selling author, is a certified Wealth Mastery presenter, a TV / Radio personality, and a Business Executive coach. Graduating with an Electrical Engineering degree from the University of Virginia and working as a system engineer at IBM and Hewlett-Packard, Marlon is now creating "electrifying results" throughout the world with his inspirational messages and leadership books.

**Dr. Geneva A. Stark, Ph.D.** serves as the CDP Director of the Nystrand Center of Excellence in Education Clinical Professor, Education Leadership, Evaluation and Organization (ELEOD) Department at the University of Louisville. Dr. Stark retired from Jefferson County Public Schools with over 25 years of administrative service. She became the first and only African American to serve as President of Kentucky Association of Secondary School Principals (KASSP) and served on the board of Kentucky Association of School Administrators. She is one of four educators selected to participate in Minority Superintendent Fellowship Program that qualified her to become a superintendent or executive administrator. Dr. Stark serves on many local, regional and national organizations dedicated to educating and uplifting youth, adults and Organizations regarding equity and inclusion. She is a champion for Diversity, Equity and Inclusion!

**Laura Stewart** has been a teacher, administrator, consultant and organizational leader in her 30+ year career in education. The through-line of her work has been a passion for and commitment to early literacy while working with teachers and education leaders on school improvement initiatives in some of the most troubled systems in the U.S. She is most interested in exploring what's possible through meaningful conversations and collaborative, sustained professional development focused on evidence-based early reading instruction. She believes strongly that access to quality reading instruction is a social justice issue; while it is abundantly clear that the vast majority of children are cognitively capable of learning to read, in the U.S. a large percentage of children actually don't reach proficient levels of literacy. The connections between illiteracy or low literacy to academic failure and subsequent inability to lead a thriving productive life are profound and well-documented. This failure is preventable, and it is the responsibility of those of us in the field of education to make it right. Her current role as the National Director of The Reading League suits her well, as her passion is empowering educators to positively impact ALL students and ultimately change the course of literacy achievement in this country. She presents nationally and internationally and have written for numerous organizations and publications.

**Joyce Waddell** is a Democratic member of the North Carolina State Senate, representing District 40. Senator Waddell was the first African American female elected from Mecklenburg County to serve in the Senate representing Charlotte. She was first elected to the Senate chamber in 2014 is currently serving her fourth term as State Senator. Senator Waddell received a Bachelor of Science Degree from South Carolina State University. She obtained

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## *Delivering on the Promises: Equity, Social and Racial Justice*

Presenters & Course Abstracts

April 30, 2021 4:00-7:00 p.m. – May 1, 2021 8:00 a.m. – 7:00 p.m.

a Master of Science Degree from North Carolina Agricultural and Technical State University. She earned a Master of Education Degree from the University of North Carolina at Charlotte. She received a Master of Arts Degree from Appalachian State University. She obtained a Doctor of Philosophy Degree from the University of North Carolina at Greensboro. Prior to coming to the North Carolina General Assembly, Senator Waddell served on the Charlotte-Mecklenburg Board of Education for six years. Her employment in education expands more than 30 years with 21 years of service in the Charlotte-Mecklenburg School System. Her service in the school system included media specialist, classroom teacher, counselor, staff development coordinator, principal, and curriculum supervisor. Senator Waddell championed numerous efforts to improve the education system in North Carolina. She has been a leading voice on issues ranging from economic development to social policy. Senator Waddell advocates for adequate teacher pay, equal pay for women, sufficient funding for child-care, proper health care for families, and jobs and a strong economy. She was a major sponsor of the following bills: Senate Bill 384, Increase Pay/Experienced Teachers; Senate Bill 845, UNC Fixed Tuition Plan; and Senate Bill 439, Funds/Eliminate NC Pre-K Waitlist Statewide. Senator Waddell is excited to continue advocating for the citizens of District 40 and North Carolina at the General Assembly.

**Kristin Ward** serves as the Partnership Director of Equal Opportunity Schools. Before joining EOS, Kristin served as a teacher, dean and most recently as an Assistant Principal of Instruction at West Charlotte High School. Over the past 15 years, Kristin has worked tirelessly to provide access and experiences to her students. As an Assistant Principal, Kristin led equity initiatives at her school through its partnership with EOS. She has seen first-hand the positive changes in academic achievement and culture that a partnership with EOS can bring, increasing AP enrollment in underrepresented populations by 30%. Kristin brings experience in educational logistics, processes, and culture building. Kristin studied English Literature and Secondary Education earning a B.A. from The University of Mount Union (Alliance, Ohio). She also earned her Master's degree in Educational Leadership from Barry University (Miami, Florida).

**Candice Washington** is the founder of Avery Consultants, an organization that strives to empower clients to make data driven decisions that optimize outcomes. An inspiring leader, trainer, and coach Candice has over a decade of practice in leadership and performance improvement. In 2020, she formed a key partnership with *Hustle University* and *Make A Way Consulting* leading to implementation of her patented improvement strategies in schools across the country. A published author and national speaker, Candice works closely with school administrators to optimize their leadership abilities and help schools rise to excellence.

**Dr. Richard Watkins** founder and CEO of The Science Policy Action Network, Inc. (SPAN), formed in 2014 to fill dangerous gaps between scientific advancement and stakeholders. SPAN envisions a scientific enterprise that grows and creates opportunities, binding its success with the prosperity of society as a whole. Richard is a program coordinator at the Chancellor's Science Scholars Program, UNC's premiere undergraduate scientific

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## *Delivering on the Promises: Equity, Social and Racial Justice*

Presenters & Course Abstracts

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training program. CSS offers merit-based scholarships, opportunities to participate in cutting-edge research, professional development, leadership training, mentorship, and other programming designed to pave the way for academic success and future achievement. Along the way, students join a community of scholars committed not only to individual excellence, but also to challenging preconceptions of the scientist archetype and creating a more inclusive culture within the STEM academy. He is also the president of the UNC Chapter of Sigma Xi, the international honor society of science and engineering. One of the oldest and largest scientific organizations in the world, members have included Nobel winners Albert Einstein, Enrico Fermi, Linus Pauling, Francis Crick, and James Watson. Richard is the first black president of the UNC Chapter of Sigma Xi. Committed to service, Dr. Watkins is also a member of the Rotary Club of Raleigh, where he serves as the Director of club Administration. Rotary's motto is "Service above Self". Dr. Watkins also serves on both the Religious Affairs Committee and the Health and Wellness Committee for the Chapel Hill/Carrboro Chapter of the NAACP.