

RONALD ANTHONY MILON, PhD

Diversity, Equity, and Inclusion for Organizational Leaders Specialist

<https://www.linkedin.com/in/drronmilon/>

 drronmilon@tensilemind.com

EDUCATION

Doctorate in Adult Education
Capella University,
10/2006

Master of Arts in Political Science
with Certificate in International
Affairs New School for Social
Research,
5/ 1995

Ralph J. Bunche Fellow on the
United Nations Ralph Bunche
Institute, City University Graduate
School and University Center,
6/1992

Master of Arts in History
University of Buffalo,
6/1989

Bachelor of Science in Political
Science and History State
University of New York College at
Brockport,
6/1987

EXECUTIVE SUMMARY

Executive DEIB and leadership director with over thirty years of experience. Able to effectively assess an organization's current diversity demographics across different levels, including gender, ethnicity, and other relevant factors, with analysis of potential disparities. Adept at defining measurable targets to track progress on DEIB initiatives, such as increased diversity in hiring, improved employee engagement, and positive shifts in perception of inclusion.

Extremely proficient in navigating key areas of focus for future DEIB efforts, which could include targeted recruitment strategies, unconscious bias training, employee resource groups, and inclusive leadership development programs. Experienced in architecting proven roadmaps to implement the identified DEI strategies, including timelines, responsible parties, and budget considerations.

PROFESSIONAL EXPERIENCE

Nederlander Producing Company of America, Inc. — New York, N.Y.
Executive Director of Diversity and Culture 4/ 2023 – 11/2024

- Provided vision, leadership, management, direction, and strategic planning for diversity, equity, inclusion, and antiracism initiatives that support the Nederlander's mission and long-term strategic goals.
- Spearheaded and ensure the successful implementation of the organization's DEI strategy. Build on the early successes of the organization's seven DEI committees, incorporating the work of these passionate teams and aligning them into one consistent and organized strategy across the organization's four DEI pillars: growing a diverse workforce, increasing, and enhancing communication and transparency, providing professional development and growth opportunities and diversifying audiences.
- Created and implemented a recruiting strategy for Nederlander that is centered around DEI.
- Designed and implemented a performance review structure that provides fair assessment of employees in similar roles across geographies.
- Continuous collaborated with Nederlander's three regional Heads of Human Resources on DEI and HR strategies, creating initiatives for all geographies.
- Developed and maintained the company's ERGs
- Provided initial training on implicit bias and Social Justice and monitor continuing DEI training with all the 21 theaters nationwide and including three theaters in London.
- Organized activities with the theater and outside community organizations diverse and inclusive.
- Managed the diversifying DEIWG subcommittee on ways to diversify our audiences across the country.

RONALD ANTHONY MILON, PhD

Strengths

Project Management

Strategic Planning

Budget Management

Ensuring Compliance

IT Leadership

Certifications

Microsoft:

Power Platform certified

Solutions Architect certified

Business Central certified

Dynamics GP certified

Competencies

Ability to work under pressure

Understanding of data security

ERP software management

Cross-functional collaboration

PROFESSIONAL EXPERIENCE *continued*

- Allowed individual markets and theaters to develop their own cultures that reflect the personality unique to each market within the Nederlander family of brands while shaping and nurturing a culture across the organization that promotes a safe and inclusive workplace environment.
- Served as a partner to the Head of Labor Relations to empower more diverse, equitable and inclusive unions in the theater industry. Attend and advise at committee meetings related to DEIB for the 14 unions that Nederlander works with.
- Represented Nederlander externally as a thought leader, collaborating with DEI leaders across the industry in evolving industry-wide culture practices and processes to be more diverse and inclusive.

Fashion Institute of Technology — New York, N.Y.

Chief Diversity Officer,

10/2016 – 4/2023

- Provided DEI training for faculty, staff, and students at other SUNY campuses and satellite locations including SUNY Korea in Incheon, Yeonsu-gu, Songdo, South Korea.
- Created the civility week conference as part of the college's civility initiative (Fall 2018, Fall 2019, Fall 2020, Fall 2021, and Fall 2022).
- Provided leadership and vision for diversity and inclusion initiatives to align them with the College's Strategic Plan and the Diversity Equity and Inclusion Strategic Plan.
- Continuous work with the Academic Vice President in diversifying full time faculty members in the next three years; this included developing a DEI strategy for faculty search committees.
- Worked closely with the Affirmative Action Officer to implement programs and practices that support the goals in the annual Affirmative Action Plan and to develop metrics and procedures to track institutional trends and increase accountability through qualitative and quantitative assessments of programs, policies, and services.
- Served as Chair on the President's Diversity Collective, a twenty plus member Council whose mission is to "help FIT students, faculty, administrators, and staff fulfill their personal and professional potential by creating a climate of inclusion and equity within the FIT community."
- Managed resources to advance new and ongoing diversity and inclusion efforts in an efficient, cost-effective, and high impact manner.
- Created innovative methods to capitalize on the varied ways diversity is and can be embedded in the College's curriculum, infrastructure, policies, and programs.
- Provided research on national trends to identify ways that the College can enhance its diversity, equity and inclusion efforts.
- Represented the College at professional meetings and conferences related to diversity, equity and inclusion.
- Served as a member of the college's Policy Advisory Group

Fashion Institute of Technology — New York, N.Y.

Associate Vice President of Academic Affairs,

4/ 2014 – 10/ 2016

- Created a bi-annual budget progress for all the schools under the division of Academic Affairs.
- Coordinated with the School Deans on creating budgetary initiatives for consideration by the President. Since 2014, 46 new budget initiatives were approved and incorporated in the college-wide budget.
- Served as Interim-Dean of Continuing Educational Professional Studies.

RONALD ANTHONY MILON, PhD

Strengths

Project Management

Strategic Planning

Budget Management

Ensuring Compliance

IT Leadership

Certifications

Microsoft:

Power Platform certified

Solutions Architect certified

Business Central certified

Dynamics GP certified

Competencies

Ability to work under pressure

Understanding of data security

ERP software management

Cross-functional collaboration

PROFESSIONAL EXPERIENCE *continued*

- Created a college policy on Contests and Special Projects, with the Vice President of Academic Affairs.
- Served on multiple search committees.
- Co-chaired the Diversity Collective and committee that created the Diversity Collective Strategic Plan for college as directed by SUNY.
- Served as advisor and reader for the Middle States Periodic Review Report committee.
- Coordinated student retention efforts and enrollment management in accordance with the college's strategic plan, with the Vice President of Student Services.
- Collaborated with the Administrative team to determine the use and location of all college instructional facilities and in creating the campus Master Plan

Bergen Community College, Paramus, N.J.

Vice President of Administrative Services,

10/2012 – 4/2014

- Obtained \$40 million in NJ State Bonds for a new Health Professions training facility and Campus technology upgrades.
- As a team member, I represented the college in union negotiations for the professional and support staff bargaining units.
- Created a budget strategy for the College and worked with the Executive team and President in creating budget principles and initiatives for the college.
- Served as the College administrative mentor on the College Council.
- Provided research and guidance for the formation of the Staff Council.
- Updated administrative procedures by collaborating with departments.
- When the President had a schedule conflict, I represented the college at official county and state events

Bergen Community College, Paramus, N.J.

Interim Vice President of Continuing Education and Outreach, 7/2010 – 7/2011

- Supervised non-credit educational offerings, including the development of new programs, i.e., Cornerstone-Government Leadership Certificate Program.
- Responsible for community outreach and official College communications.
- Responsible for fund raising and the College foundation.
- Supervised the development of customized training programs designed to meet specific needs of business, industry, and public agencies, e.g., The Green Pathways to Employment certificate program.
- Provided oversight for all grant projects, including development, implementation, and fiscal monitoring.
- Created several K-12 partnerships with several schools in Bergen, Essex, and Passaic countries. This led to the creation of the Dean of K-12 extension programs.
- Supervised the College extension locations at Hackensack and the Meadowlands. Created additional sites in Fort Lee and Mahwah.
- Developed and managed the budgets for continuing education, the theater, the extension campuses, civic engagement, and the EPI and MOSAIC grants.
- Provided direction for workforce and training initiatives in the county.
- Provided leadership and direction for Campus civic engagement activities and services.
- Ensured that all community outreach programs and activities reflect and complement the mission and vision of the College.