

**365 Diversity, LLC**  
**DISCUSS DIVERSITY DAILY**  
**NOT YOUR TYPICAL DIVERSITY TRAINING**  
[www.365diversity.com](http://www.365diversity.com)

**Kimya Nuru Dennis, Ph.D.**  
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Dr. Kimya Nuru Dennis is an activist, educator, sociologist and criminologist with a criminal justice background, trainer, evaluator, and researcher specializing in demographic-and-cultural variance, inclusion, and equity.

As founder of 365 Diversity, LLC, Dr. Dennis provides results-based trainings, workshops, evaluations, and assessments for local, national, and international K-12 schools, colleges and universities, businesses, non-profit organizations, and for-profit organizations.

Services provided are listed on the [365 Diversity, LLC website](http://www.365diversity.com).

**AREAS OF EXPERTISE**

365 Diversity, LLC Introduction Training  
365 Diversity, LLC Get Work Done Workshops  
365 Diversity, LLC We Need H.E.L.P. for Medical-Health Professionals  
Measurable outcomes: diversity, inclusion, equity  
Academic program and course development  
Academic program and course evaluation  
Teacher and faculty evaluations

Organization policies, procedures, and practices  
Employee recruitment, retention, and promotion  
Community-customer-consumer-patient experiences  
Employer profit and reputation

Community action-activism  
Grant writing  
Small, local non-profit  
Black owned and operated  
Woman owned and operated

Education-school system  
Police-legal system  
Health-medical system  
Suicide and suicidal self-harm  
Mental health and mental illness

**EDUCATION**

Ph.D. 2010 Sociology, North Carolina State University  
Concentrations: Crime, deviance, and social control (criminology)  
Inequality: Class, race, and gender

Doctoral Dissertation: [Black Political and Socioeconomic Status Attainment and the Direction of Lethal Violence: Comparing the Suicide of Young Black and White Males in U.S. Counties](#)

M.S. 2003 Criminal justice, Virginia Commonwealth University  
B.A. 1999 Political science, pre-law, criminal justice minor, University of Richmond

### **RECENT CERTIFICATES AND TRAININGS**

2019 Inaugural Cohort, Connection Academy Scholars Program, Cone Health  
2019 Robert Wood Johnson Foundation (RWJF) New Connections Capstone  
2010, 2019 SafeZone LGBTQ+ awareness and ally training  
2018 WRAP: Wellness Recovery Action Plan  
2018 Policy Engagement Training for Researchers: How to Build Relationships for Long-term Impact, Duke University Sanford School of Public Policy and SSN: Scholars Strategy Network  
2010, 2017 Applied Suicide Intervention Skills Training (A.S.I.S.T.), NC AFSP  
2016 Wake Forest School of Medicine Health Equity Research Opportunity (HERO) Fellowship

### **RECENT SPEAKING, TRAINING, AND EVALUATING**

December 2020, presenter, systemic racism in all aspects of medical-health system, Acadia Healthcare Maryland, Black Mental Health Alliance (BMHA), Baltimore, Maryland.

December 2020, presenter, "Diversity and Inclusion." NAMI Metro Baltimore, Black Mental Health Alliance (BMHA), Baltimore, Maryland.

October 2020, anti-racism co-facilitating and co-consulting, Black Mental Health Alliance (BMHA), Baltimore, MD.

August 2020, presenter, "Gender inclusion, equity, and justice: Changing knowledge and increasing company profit," ACT-W (Advancing the Careers of Technical Women) Virtual Conference, ChickTech. <https://act-w.org/about/> ; <https://chicktech.org/>

July 2020, presenter, "How to increase profit by increasing inclusion and equity for Black employees, Black customers and Black communities," Innovation Women Home Summit, Innovation Women. <https://summit.innovationwomen.com/speakers/kimya-nuru-dennis/>

July 2020, panelist, "A conversation: health equity, healthcare systems and next steps to achieve progress," Novant Health.

July 2020, presenter, "What behavioral health professionals must do to support Blacks disproportionately targeted and harmed by police," Black Mental Health Alliance (BMHA).

June 2020, originator and trainer, "365 Diversity's We Need H.E.L.P.: Introduction" and July 2020, trainer, "365 Diversity's We Need H.E.L.P.: Train the Trainer," Black Mental Health Alliance (BMHA).

April 2020, presenter, "Coronavirus (COVID-19) reiterates and proves what we already know," Public Allies: COVID-19 + Communities of Color, Baltimore Corps.

May 2019, keynote lunch presenter, Mental Health Seminar: User-Friendly Service, Winston-Salem Urban League, Continuing Education Credits provided by Northwest AHEC.

September 2018, trainer, "Throughout College and Careers: Teaching and Training about Demographic and Cultural Variance for Health Students, Health Professionals and Health Practitioners," 15th Annual Statewide Training Conference, Multiethnic Advocates for Cultural Competence, Inc. (MACC), Columbus, OH <http://www.maccinc.net/training-conference/>

August 2018, trainer, "Understanding mental health: Reach K-12 children and families," Guilford County Schools, Annual Conference of School Social Workers and School Counselors, Greensboro, NC.

July 2018, trainer, "Personality or mental illness? Demographic and cultural variance in mental health," Guilford County Schools, Annual Conference of School Social Workers and School Counselors, Greensboro, NC.

2016, co-planner and co-moderator, Winston Salem Urban League Black & Blue Town Halls.  
[http://www.journalnow.com/news/local/civilians-police-officers-have-racial-bias-against-black-males-researcher/article\\_44997bbc-0d77-5a29-a2ba-057bd88aa754.html](http://www.journalnow.com/news/local/civilians-police-officers-have-racial-bias-against-black-males-researcher/article_44997bbc-0d77-5a29-a2ba-057bd88aa754.html)

2014-2015, Consulting Group and Working Group, NC Suicide Prevention Plan, Injury and Violence Prevention (IVP) Branch and UNC Department of Health Behavior, Raleigh, NC.  
<https://www.injuryfreenc.ncdhhs.gov/preventionResources/docs/2015-NC-SuicidePreventionPlan-2015-0505-FINAL.pdf>

### **RESEARCH PUBLICATIONS**

Darrell N. Burrell, Jorja B. Wright, Mindy Perot, Delores Springs, Shanel Lu, Amalisha Sabie Aridi, Kimya Nuru Dennis, Rajanique Modeste and Darrell Ezell. 2021. "Financial Management Education Courses as Social Societal Learning Tools at Minority-Serving Colleges and Universities." International Journal of Public Sociology and Socioterapy (IJPSS), 1(1), 39-57. <https://www.igi-global.com/gateway/article/269516?ct=-8585920633548088039>

Kimya N. Dennis. 2018. "Black Male Suicide: Inward-Expressed Frustration and Aggression" of Part 5 "The Criminal and Social Justice" In Ransaw, Gause, and Majors (eds.) Handbook of Research on Black Males. Michigan: Michigan State University Press.  
<https://www.jstor.org/stable/10.14321/j.ctv4g1qgh?fbclid=IwAR1QGtQgbOuKKk6GCiDY0LLODPjBiiir53b0LNc5IaLkfCiWFECDF9P8xb8Q>

Kimya N. Dennis and Kendra Jason. 2018. "Black women academics: Artistic expression through teaching, research, and activism," Association of Black Sociologists, Issues in Race & Society: An Interdisciplinary Global Journal. <https://img1.wsimg.com/blobby/go/9decaa3f-e027-48c7-8f23-a99a0247d475/downloads/Kimya%20N.%20Dennis.pdf?ver=1577659556976>

### **RECENT PUBLIC WRITINGS**

MHA Virginia Blog, "From the Desk of Dr. Kimya Dennis: Connecting Our Communities with Medical-Health Professionals," January 2019 <https://mhav.org/1529-2/>

MHA Virginia Blog, "Minority Mental Health: Important Every Month and Every Day," July 2018 <https://mhav.org/minority-mental-health-important-every-month-and-every-day/>

"Suicide isn't just a 'white people thing,'" The Conversation: Academic rigor, journalistic flair, February 2018 <https://theconversation.com/suicide-isnt-just-a-white-people-thing-77367>

Featured <https://www.pbs.org/newshour/nation/5-important-stories-that-have-nothing-to-do-with-the-trump-kim-summit>

MHA Virginia Blog, "Demographic and Cultural Variance in this 'Opioid Crisis,'" November 2017 <https://mhav.org/demographic-and-cultural-variance-in-this-opioid-crisis/>

MHA Virginia Blog, "First Responders Need Mental Health Too," July 2017 <http://mhav.org/first-responders-need-mental-health/>

MHA Virginia Blog, "Mental Health and Substance Abuse," April 2017 <http://mhav.org/mental-health-substance-abuse/>

MHA Virginia Blog, "How will Virginia Address Mental Illness in Jails and Prisons?" March 2017 <http://mhav.org/will-virginia-address-mental-illness-jails-prisons/>

## **RECENT MEDIA INTERVIEWS**

“7 keys to a successful diversity and inclusion initiative,” Keirsten Greggs, TRAP Recruiter, SearchHRSoftware, November 2020 <https://searchhrsoftware.techtarget.com/feature/7-keys-to-a-successful-diversity-and-inclusion-initiative>

“BLM murals being defaced across US, communities trying to deal with fallout,” The Denver Channel, July 2020 <https://www.thedenverchannel.com/news/america-in-crisis/blm-murals-being-defaced-across-us-communities-trying-to-deal-with-fallout>

“7 anti-racism educators your company needs now,” Forbes.com, June 2020 <https://www.forbes.com/sites/janicegassam/2020/06/12/7-anti-racism-educators-your-company-needs-now/#2cf862603d72>

“One size doesn’t fit all: The alarming rates of suicide in the Black community,” RTV6 Indianapolis, September 2019 <https://www.theindychannel.com/lifestyle/health/one-size-doesnt-fit-all-the-alarming-rates-of-suicide-in-the-black-community>

“Wake’s yearbook had blackface, KKK images in 1970s,” Winston-Salem Journal, February 2019 [https://www.journalnow.com/news/local/wake-s-yearbook-had-blackface-kkk-images-in-s/collection\\_cd0e2b1c-2cd4-11e9-88df-5b947a755505.html#5](https://www.journalnow.com/news/local/wake-s-yearbook-had-blackface-kkk-images-in-s/collection_cd0e2b1c-2cd4-11e9-88df-5b947a755505.html#5)

“USA leads world in gun-related suicides, study says,” USA Today, August 2018 <https://www.usatoday.com/story/news/2018/08/28/new-study-shows-u-s-leads-world-gun-suicides/1128184002/>

“Should We Tell Fewer Stories About Suicide or Better Ones?” The Atlantic, June 2018 <https://www.theatlantic.com/membership/archive/2018/06/should-we-tell-fewer-stories-about-suicide-or-better-ones/562577/>

## **RECENT VISUAL RECORDINGS**

Heartbeat 81, “Racial Equity,” Rainier Avenue Radio, May 2020 <https://www.mixcloud.com/RainierAvenueRadio/heartbeat-81/>  
<https://www.facebook.com/RainierAvenueRadio.World/videos/heartbeat-81/953938098399489/>

The NotMom Conversation, July 2020 <https://www.youtube.com/watch?v=LqWD4Bs1phk>

Race and Childfreedom, Childfree Girls, June 2020 <https://www.youtube.com/watch?v=4vIZidVL1R4>

Shattering Black Male Stereotypes, May 2020 <https://www.youtube.com/watch?v=1X4fep4gJUQ>

Last Looks, episode 1, 2020 [https://www.imdb.com/title/tt11248122/?ref=nm\\_knf\\_il](https://www.imdb.com/title/tt11248122/?ref=nm_knf_il)  
<https://www.nylon.com/fashion/last-looks-trailer-quibi-anna-delvey-the-murder-of-sylvie-cachay>

Suicide Prevention Social Media (SPSM): Suicide in Marginalized Communities, September 2019 <https://www.pscp.tv/w/1OwxWdybvWAKQ?t=57s>

American Association of Suicidology FB Live, August 2019 <https://www.facebook.com/AASuicidology/videos/join-us-live-now-for-a-courageous-conversation-regarding-suicide-in-the-african-2331875037059289/>

Bullied, 2019 <https://www.imdb.com/title/tt10597490/mediaviewer/rm671267329/>

## **RECENT AUDIO RECORDINGS**

This week in the conversation: The Breonna Taylor investigation is over. Now What? 89.3 WFPL, Louisville, Kentucky NPR station, October 2020

<https://wfpl.org/this-week-in-conversation-the-breonna-taylor-investigation-is-over-now-what/>

The Joy from Fear, The Blissful Living Show, September 2020

<https://podcasts.google.com/feed/aHR0cHM6Ly9mZWVklNvZGJIYW4uY29tL2JsaXNzZnVsbGl2aW5nL2ZlZWQueG1s/episode/Ymxpc3NmZWxsaXZpbmcucG9kYmVhbi5jb20vODIwMDQ1NDAtZWFiZi0zNmMjklWJlZlWYtZjYxMjM1OGFjZTJk?sa=X&ved=0CAUQkFYCahcKEwiohorUvdfrAhUAAAAAHQA AAAAQBA>

84: Why the Indians Have So Many Tribes + Kimya Nuru Dennis, Janelle Hardy's Personal Myth Making Podcast, September 2020 <https://www.janellehardy.com/84-kimya-nuru-dennis/>

Black Lives Matter: Performative Allyship and Corporate America, Blackness and the Workplace, August 2020 <https://www.blacknessandtheworkplace.com/podcast>

Transforming our narrative around white supremacy, June 2020

<https://dragondigitalradio.podbean.com/e/transforming-our-narrative-around-white-supremacy/>

Assessing 2020 presidential candidates on criminal justice reform, NPR Here & Now, 90.9 WBUR Boston, August 2019. <https://www.wbur.org/hereandnow/2019/08/27/2020-candidates-criminal-justice-reform>

Diversity 365 with Dr. Kimya Dennis, Leading in Color with Sarah Morgan Podcast, Season 1: Episode 6, May 2019 <http://leadingincolorpodcast.libsyn.com/website/diversity-365-with-dr-kimya-dennis-leading-in-color-s1-ep6>

Suicide and Black America, Scholars Strategy Network, No Jargon, August 2018

<https://scholars.org/podcast/suicide-and-black-america>

Shattering Mental Health Stereotypes, Susan Lambert, LCSW: In the Balance Podcast, August 2018

<http://liftingtheself.libsyn.com/shattering-mental-health-stereotypes-a-conversation-with-dr-kimya-n-dennis>  
<https://player.fm/series/in-the-balance-1485269/shattering-mental-health-stereotypes-a-conversation-with-dr-kimya-n-dennis>

Suicides across Cultures, The Matt Townsend Show, BYU Radio, May 2018

<http://www.byuradio.org/episode/b7c00a8d-1815-4454-b700-359b7afd4c0d?playhead=752&autoplay=true>

Mental Health and Minority Communities, All Sides with Ann Fisher, WOSU-NPR, March 2018

<http://radio.wosu.org/post/mental-health-and-minority-communities>

Seeing Suicide Through A Non-White Lens, Straight Fruit: 89.3 WFPL, Louisville, Kentucky NPR station, March 2018 <http://wfpl.org/strange-fruit-seeing-suicide-through-a-non-white-lens/>

Demographic and Cultural Variance in Suicide and Mental Health, All Sides with Ann Fisher, WOSU-

NPR, February 2018 <http://radio.wosu.org/post/wellness-wednesday-exercise-science-and-suicide-demographics> ; <http://radio.wosu.org/programs/all-sides-ann-fisher#stream/0>

## **ORGANIZATION MEMBERSHIPS AND CONTRIBUTIONS**

Academy of Criminal Justice Sciences <https://www.acjs.org/>

American Evaluation Association <https://www.eval.org/>

American Society of Criminology <https://www.asc41.com/>

Association of Black Sociologists, Life Member <http://www.associationofblacksociologists.org/>

Baltimore City Chamber of Commerce <https://baltimorecitychamber.org/>  
 Black Mental Health Alliance <https://blackmentalhealth.com/>  
 Board Pipeline Leadership Development Project, Autumn 2020 Cycle XVIII, Associated Black Charities (ABC) <http://www.abc-md.org/board-pipeline-program>  
 ClIctively, Baltimore and surrounding areas <https://clIctively.org/about/>  
 Delta Sigma Theta Sorority, Incorporated <https://www.deltasigmatheta.org/>  
 Spring 1998, Rho Rho, University of Richmond  
 Gate City Chapter, North State Law Enforcement Officers Association <http://www.nsleoagatecity.com/>  
 Greater Baltimore Black Chamber of Commerce <http://www.greaterbaltimoreblackchamber.org/>  
 Innovation Women, Speaker <https://innovationwomen.com/>  
 Maryland LGBT Chamber of Commerce <https://mdlgbt.org/>  
 NAACP, Baltimore City Chapter <https://www.naacp.org/>  
 National Association of Minority Speakers <https://www.namspeakers.com/featured-speakers>  
 Scholars Strategy Network <https://scholars.org/scholar/kimya-dennis>  
 U.S. Black Chambers, Inc. (USBC) <https://usblackchambers.org/>  
 Washington Women in Public Relations <https://wwpr.org/>

### **ACADEMIC EXPERIENCE**

With 15 years as academic faculty and staff, Dr. Dennis has experience with program and curriculum development, course creation and evaluation, faculty evaluation, and annual assessments. Dr. Dennis implements demographic and cultural variance in every aspect of education—recruitment and trainings of academic faculty and staff, student recruitment and development, reaching marginalized and underserved students, and course design and materials.

|                             |  |
|-----------------------------|--|
| Adjunct Associate Professor | Wake Forest University School of Medicine<br>The Roots of Health Inequity<br>Summer 2019                           |
| Associate Professor         | Department of Sociology and Criminal Studies<br>Salem College<br>Tenured, Fall 2017—Spring 2019                    |
| Creator and Coordinator     | Criminal Studies Program<br>Department of Sociology and Criminal Studies<br>Salem College<br>Fall 2011—Spring 2019 |
| Assistant Professor         | Department of Sociology and Criminal Studies<br>Salem College<br>Fall 2010—Spring 2017                             |
| Academic Tutor              | Student Athletes Services<br>Wake Forest University<br>Fall 2012—Fall 2018   |
| Adjunct Faculty             | Department of Sociology and Social Work<br>Meredith College<br>Fall 2009   |
| Visiting Instructor         | Department of Sociology and Anthropology<br>North Carolina State University<br>Spring 2006-Spring 2009/Spring 2010 |

Teaching Assistant                      Department of Sociology and Anthropology  
North Carolina State University  
Fall 2003-Fall 2005

#### ACADEMIC AWARDS

2018, Salem College Distinguished Professor Award: teaching, community work, conference presentations, and qualitative research.

December 2017-January 2018, Megan Regan and Kimya N. Dennis, Visiting Fellows, Winston-Salem State University Center for the Study of Economic Mobility (CSEM): surveys and interviews of residents of East Winston to address component of housing costs, housing conditions and poverty in East Winston.

2017, Megan Regan, Kimya N. Dennis and Salem College student Keiry Bonilla Valladeres, Patricia Flynt C'57 Faculty/Student Summer Research Project Grant.

2015, Faculty Summer Research Sabbatical

2014, Faculty College Summer Research Sabbatical

#### RECENT CONFERENCE PRESENTATIONS

Presenter and Chair, session title: "Perils and Promises of Mental Health and Health Services," presentation title "Lack of Cultural Awareness and Inclusiveness in Health Services Contributes to Disproportionate Representation of African-Americans in Criminal Justice System," American Society of Criminology, San Francisco, CA, November 2019.

Critic and Moderator, Author Meets Critics: Dr. Andrea S. Boyles' You Can't Stop the Revolution: Community Disorder and Social Ties in Post-Ferguson America, American Society of Criminology, San Francisco, CA, November 2019.

Presenter, "Redefining suicide and suicidal self-harm: Cultural consciousness to better reach communities and better teach-train health students and health professionals-practitioners." American Association of Suicidology Annual Conference, Denver, CO, April 2019.

Presenter, "Does CIT Training Help African-Americans with Mental Illness?" Academy of Criminal Justice Sciences Annual Meeting, Baltimore, MD, March 2019.

#### COURSES CREATED AND TAUGHT

Criminological and Criminal Justice Theory  
Criminal Studies Senior Seminar  
Serial Killers  
The Childfree  
Race and Crime  
Gender and Crime  
Media and Crime  
Mental health: Cultural competence and community outreach  
Black feminism  
Independent Study: Applied Qualitative Research

#### COURSES TAUGHT

Juvenile Delinquency  
Corrections in America  
Race, Class, and Gender

Roots of Health Inequity, Summer 2019, Wake Forest University School of Medicine, Graduate School of Arts and Sciences  
Introduction to Criminology  
Introduction to Criminal Justice  
Race and Ethnic Relations  
Social Stratification  
Urban Community  
Sociological Theory  
Introduction to Sociology