

JESENIA MINIER-JENNINGS

EXECUTIVE PROFILE

STRATEGIST * THOUGHT LEADER * ADMINISTRATOR * INNOVATOR

17-YEAR LEADERSHIP CAREER PROVIDING VISION, STRATEGY, AND OPERATIONAL EXECUTION TO UNIVERSITY AND MUNICIPAL AGENCIES WITH DIVERSE MISSIONS AND GOALS

Results-driven visionary with a record of success developing and operationalizing strategies, initiatives and programs that engage and unite diverse missions, lead institutional committees, groups and organizations. Skilled at creating a compelling vision, communicating a call to action, and building high-performing teams enthusiastic about achieving organization objectives in diversity, equity, inclusion, belonging and acceptance (“DEIBA”). Recognized leader with expertise in topics on leadership, women’s equality, the state of Lesbian, Gay, Bisexual, Transgender, Queer, Intersexual, Asexual (“LGBTQIA”) equality, and immigrant civic engagement. Established a network of contacts with local, regional, and national constituent groups in the States of Connecticut and New York, including boards, committees, government, nonprofit organizations, and industry-leading corporations for collaborative and change-management innovations. Analytical, collaborative, and success-oriented leader with a desire to continue diversity management work at other institutions.

MANAGEMENT & LEADERSHIP QUALIFICATIONS

- Strategic Planning & Partnerships
- Change Agent/Management
- Leadership & Resource Development
- Minority Designation/Development
- CHRO Affirmative Action Plan Experience
- Diversity Scholarship/Grant Assessment
- ADA/Campus Accessibility Compliance Planning
- Cultural Events/Programming Coordination
- Program/Event Development
- Inspirational Leadership
- Institutional Relations/Engagement
- Community Engagement/Outreach
- Public Speaking/Representation
- ERG/Affinity Group Development
- Budget/Workforce Salary Evaluation
- Diversity Strategic Action Planning
- Financial Management
- Public Policy & Administration
- Cultural Transformation
- HR/Title IX Management
- Mentorship Program Development
- Multicultural Action Development
- DEI Best Practices Implementation
- Multicultural Action Development

OBJECTIVE

Ability to drive and manage change within diverse organizations by executives and staff at all levels. Demonstrated credibility to influence at all levels across an organization/institution and external to an organization/institution.

SKILLS

- I. Analytical/Process Thought Leader
- II. Complex problem solver with administrative/operational matters
- III. Collaborative/Motivational Administrator
- IV. Works calmly under pressure

MY DEIB PHILOSOPHY

CAREER HIGHLIGHTS

- Developed a 5-year plan with the first-of-its kind diversity and inclusion (D&I) goals for Bronx Community College (“BXCC”), overcoming resistance and gaining acceptance, commitment, and accountability: http://www.bcc.cuny.edu/wp-content/uploads/2018/05/2013-2018_bcc_diversity_action_plan.pdf
 - Under guided leadership at Bronx Community College (“BXCC”), diversity, equity and inclusion efforts were cited by the U.S. Department of Education (“DOE”) in its 2016 report, “Advancing Diversity and Inclusion in Higher Education: Key Data Highlights Focusing on Race and Ethnicity and Promising Practices.” At BXCC, the DOE noted, infused diversity and inclusion in its strategic plan and worked to support unique diversity and inclusion programming, earning marks for best practice among post-secondary educational institutions: <https://www2.ed.gov/rschstat/research/pubs/advancing-diversity-inclusion.pdf>
 - Co-founded and supported several university employee and student groups that have risen to recognized prominence at Western Connecticut State University/CSCU—Advancing civic participation in immigrant communities. Actively worked to create and/or support the following groups:
 - WCSU Undocu-Ally Taskforce: <https://www.wcsu.edu/undocumented/undocu-ally-taskforce/>
 - WCSU Racial Justice Coalition: <https://www.wcsu.edu/rjc/>
 - WCSU International Center: <https://www.wcsu.edu/wic/>
 - WCSU Digital Access/Ability Compliance Committee: <https://www.wcsu.edu/accessibility/accessibility-committee/>
- These university groups have direct affiliation and guidance from my office/role for university action and service delivery for key competencies to serve the underrepresented groups.
- Work effectively to develop and leverage a shared inter-disciplinarian approaches to build group commonalities, cooperation, and alliances with state/legislative organizations:

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DEIB work must be devoted to the discovery and transmission of knowledge. An institution cannot be limited in its methods and ways of thinking or confined to one individual's or a single community's experiences. To solve complex social problems, to discover the next breakthrough, or to reach new heights of artistic expression, we must bring a broad range of ideas and approaches.

DEIB efforts strive to ensure that a diversity of cultures, races and ethnicities, genders, political and religious beliefs, physical and learning differences, sexual orientations and identities is thriving at an institution. Such diversity will inspire new angles of inquiry, new modes of analysis, new discoveries and new solutions.

To advance DEIB efforts in education, it is essential to be exposed to views and cultures other than one's own and to have one's opinions and assumptions challenged. Such engagement expands our horizons, enables understanding across difference, prevents complacency and promotes intellectual breadth. *Diversity ensures strength as an intellectual community. In today's world, diversity represents the key to excellence and achievement.*

Inclusion should not mean assimilation, but *mutual inclusion* means equitably valuing what those who would be "included" are brought to the table and making room for that. It also requires those who would be included to adjust to the culture or group they are joining. Equity means justice, access, and shared power.

While DEIB work should not shy away from painful topics like abuse of authority and/or oppression, it must focus on what humans have in common. Unity and a sense of shared humanity are essential to navigating differences, healing relational ruptures, and creating a strong sense of community. Intent does not equal impact. Practitioners must be clear and honest about intent. There must be transparent steps to repair any harm inevitably cause. Good intentions do not absolve responsibility for impacts. As a DEIB professional, these are the philosophies that are incorporated into the efforts, strategies and innovations introduced to an institution/organization.

YMCA Western Connecticut Corporate Office (Danbury, CT): <https://regionalymca.org>
Newtown Public School District (Newtown, CT): <https://www.newtown.k12.ct.us/DEI>
Center for Empowerment and Education (Danbury, CT): <https://www.wcsu.edu/thecenterce/>
Triangle Community Center (Norwalk, CT): <https://ctpridecenter.org>
Apex Community Care (Danbury, CT): <https://apexcommunitycarect.org>
WCSU Pre-Collegiate and Access Programs (Danbury HS): <https://www.wcsu.edu/pcaap/>
Danbury Hospital/Nursing Education Department (Danbury, CT):
<https://www.facebook.com/pages/category/Hospital/Danbury-Hospital-Nursing-Education-Department-156068214454561/>

Proven ability to extend resources through new community partnerships and collaborations to bring the marginalized into the mainstream. Inclusive, "big picture" thinker with a high level of detail needed to drive comprehensive program development with the participation of key stakeholders.

- **Highly skilled in communicating with all levels of the institution, facilitating culture change with sensitivity and understanding, and integrating diverse teams/perspectives around a common vision.** Proactive troubleshooter skilled in delving into difficult situations and providing clear guidance and direction to institutional leaders.
- **Assisted in project management and planning** for several projects at the Connecticut DESPP and Bronx Community College from 2010-2016, to include, but not limited to: re-organization of key/critic departments, collaborations with external diversity consultants to work on creating organizational climate surveys, review and advise on diversity and equity curriculum development, and serve as a liaison & institutional affiliate to minority-serving institutions on a national level;

EXECUTIVE EXPERIENCE

CHIEF DIVERSITY OFFICER/ADA & TITLE IX COORDINATOR WESTERN CONNECTICUT STATE UNIVERSITY ("WCSU") CONNECTICUT STATE COLLEGES AND UNIVERSITIES ("CSCU") JULY 2017 - PRESENT

Serve as the diversity, equity, inclusion and belonging ("DEIB") subject expert and thought leader at a four-year undergraduate and graduate higher education institution with 1,000+ employees, 1,000 faculty, and 5,000 students. Responsible for the development of goals, strategies, and performance measures in the creating of the yearly filed metrics and reports such as:

- Affirmative Action Plan with the Connecticut Commission for Human Rights and Opportunities ("CHRO")
- Sexual violence report for Connecticut Higher Education and Employment Committee
- VAWA bi-annual reporting to the CSCU System Office
- Contributor to the filed Jeanne E. Cleary Report for WCSU
- Author and contributor to the creation of the WCSU Diversity Equity Plan (in progress)
- Author and contributor to the creation of the WCSU DEIB progress dashboards (in progress)

Serve as a Cabinet member and senior advisor to the President and executive staff on all university and state-related compliance with applicable federal and state Civil Rights Laws, including Title VII of the Civil Rights Act, Executive Order 11246, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, Title IX of the Education Amendments of 1972, and all other applicable federal and state nondiscrimination laws. Provide guidance and technical advice to deans, vice presidents, directors and managers on diversity-related subjects, curriculum and programs, civil rights policies and processes, and monitor and manage all campus search compliance initiatives. Enforce compliance with laws through the

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EQUITY PLAN EXPERIENCE

In consideration to my profile, the experience of equity planning is for my role to identify and lay out plans to eliminate the inequities in inclusion and access to an institution. Equity plans are created with the **input of diverse stakeholders**, including administrators, faculty, staff, students, alumni, parents and community partners and representatives of under-represented and/or diverse institutional communities. After analyzing **data on gaps in access and inclusion**, and **root causes of the gaps** by reviewing four key strategies:

Assessment/Evaluation

Changes to the process of approving academic/program assessments, and monitoring the outcomes of these programs

Climate Reporting

A forthcoming climate survey/report that will provide data on how university groups interpret the campus culture and climate

Inclusive Practices

Assessing tools to improve students' engagement and diverse learning needs, and to increase the inclusion of student/faculty engagement resources in the classrooms

PROFESSIONAL AFFILIATIONS AND MEMBERSHIPS

2021-TD¹ Member (Current)
CSCU Equity Council

2019-TD Institutional Member/Rep (Current)
Hispanic Association of Colleges and Universities

2019-TD Institutional Member/Rep (Current)
Hispanic Education Technology Services

2019-2021 Regional Member/Rep. (Former)
NY/CT Metro Higher Education Resource Consortium

management of Civil Rights complaint processing and resolution in the investigation process for discrimination and sexual misconduct complaints.

Through research, benchmarking, and events, delivering value to members on strategies to implement, grow, measure and create diversity and inclusion programs in a variety of university initiatives. Oversee a group of three (3) salaried staff, six (6) university and external student interns and two (2) volunteers assigned to the WCSU Office of Diversity and Equity, WCSU PRIDE Center, campus Title IX investigation unit(s) on all DEI services, training, and resources. Oversee a university budget for four (4) university offices.

Collaborate with various university communities and working groups, such as the CSU System Office, Center for Empowerment and Education, Inter-Cultural Affairs Center, Western International Center, Office of AccessAbility Services, Macricostas School of Arts and Sciences, School of Visual and Performing Arts, Ancell School of Business, School of Professional Studies and the Divisions for Academic Affairs and Student Affairs, to ensure that the delivery of DEI initiatives are reflective in all WCSU operational/institutional practices, curriculum/faculty development and alumni/student/staff resources. Act as a liaison for all intersectional matters on campus operations related to DEI efforts.

CHIEF DIVERSITY OFFICER/DIRECTOR FOR THE OFFICE OF DIVERSITY, EQUITY AND AFFIRMATIVE ACTION ADA & TITLE IX COORDINATOR

BRONX COMMUNITY COLLEGE ("BXCC")
CITY UNIVERSITY OF NEW YORK ("CUNY")
SEPTEMBER 2012 – JUNE 2017

Served as the diversity compliance officer and advisor to a College of 1,000+ employees, 2,500 faculty, and 11,000 students; functioned as an advisor to the President and to executive staff on all campus Affirmative Action, employment compliance and diversity programs, 504/ADA and religious accommodations as well as campus accessibilities, policies and procedures related to Affirmative Action and Non-Discrimination, as mandated by the City University of New York (CUNY), in conjunction with New York City, New York State, and Federal regulations. Oversaw staff and interns in the Office of Affirmative Action, Diversity and Equity. Served as a Chairperson and leader on several campus communities and working groups in the development of diversity initiatives on campus. Oversee a university budget for two (2) offices.

EEO MANAGER

STATE OF CONNECTICUT
DEPARTMENT OF EMERGENCY SERVICES & PUBLIC PROTECTION
MARCH 2010 - AUGUST 2012

Served as a member of the Commissioner's Executive Staff. Served as the appointed EEO Officer to a department of 1,500+ employees; reported and advised the Commissioner and senior staff on the department's employment issues and the Affirmative Action Plan (AAP) as mandated by the Connecticut Commission for Human Rights and Opportunities (CHRO) and federal regulations.

EEO ANALYST

CITY OF NEW YORK FIRE DEPARTMENT
SEPTEMBER 2007 – FEBRUARY 2010

Served as a member of the Assistant Commissioner's administrative staff for the Equal Employment Opportunity (EEO) Office. Recruited to manage 3 direct & 10 indirect professionals in complaint-investigation administration, local-state department reporting and work with Human Resource-Recruitment Departments on general staff recruitment and retention efforts. Responsible for monitoring and reporting on all investigatory actions as it pertained to employment discrimination complaints; Served as the assistant and advised the Assistant Commissioner for EEO on employment issues and the Affirmative Employment Plan (AEP) as mandated by federal, state, and local employment laws.

¹ TD = To date

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2019-TD Institutional Member/Rep (Current)
SUNY Student Conduct Institute

2019-TD Institutional Member/Rep (Current)
NASPA Culture of Respect Initiative

2017-TD Member (Current)
Connecticut Title IX Coalition

2017-TD Member (Current)
Connecticut-Chapter for the National
Association for the Advancement of Colored
People ("NAACP")

2014-TD Member (Current)
American Council in Education

2012-TD Member (Current)
American Association for Access, Equity
and Diversity (AAAED)

2012-TD Member (Current)
American Association of Hispanics in
Higher Education

2012-2017 Former Member
American Association of University Women
(New York State)

2012-2017 Former Member
SUNY Office of Diversity and Education
Equity, Advisory Committee

2012-2017 Former Member
Association of Latino Administrators and
Superintendents

2012-TD Member (Current)
National Association of Diversity Officers
in Higher Education

2010-TD Member (Current)
Connecticut Association of Diversity and
Equity Professionals

2009-2020 Former Member
National Association of Latina Leaders

2007-2017 Former Member
New York State Affirmative Action Officers
Association

ASSOCIATE INVESTIGATOR
CITY OF NEW YORK DEPARTMENT OF HOMELESS SERVICES
EQUAL EMPLOYMENT OPPORTUNITY OFFICE
JANUARY 2005 - AUGUST 2007

Served as one of two lead investigators and the assigned database administrator with an office of six (6) staff. Responsible for directly working with the EOA Director in executing the agency's Affirmative Employment Plan (AEP) for an agency of 8,000 employees.

FRAUD INVESTIGATOR
CITY OF NEW YORK DEPARTMENT OF HOMELESS SERVICES
PATH OFFICE
APRIL 2003 - JANUARY 2005

Served as a homeless prevention investigator for review of shelter and resource applications at the city-operated shelter program, Prevention Assistance To Homelessness ("PATH") in Bronx County. Responsible for directly working with the Program Director in executing the agency's program objectives and service delivery to NYC residents.

PROBATION OFFICER
CITY OF NEW YORK DEPARTMENT OF PROBATION
MANHATTAN OFFICE
SEPTEMBER 2001 - APRIL 2003

Served as a court appointed investigator for review of defendant assessment prior to court/pre-trial sentencing in Criminal and Supreme Courts. Responsible for working with the Supervising Probation Officer and Bureau Chief in executing the agency's program objectives and service delivery to NYC residents.

EDUCATION

DPA, PUBLIC ADMINISTRATION & ORGANIZATIONAL LEADERSHIP
ANTICIPATED COMPLETION FOR 2024-2025

ABD Candidate
Capella University, Minneapolis, Minnesota

LEADERSHIP FELLOW (2014 COHORT)
THE DR. TED MARTINEZ JR. NCCHC LEADERSHIP FELLOWS PROGRAM
NATIONAL COMMUNITY COLLEGE HISPANIC COUNCIL

San Diego, California
WEBSITE: <https://www.ncchc.com/leadership-fellows-program/>

MPA, PUBLIC AFFAIRS & ADMINISTRATION
GRADUATION: 2006

Metropolitan College of New York, New York, New York

**EEO CERTIFICATION, INSTITUTE FOR ORGANIZATIONAL AND INDUSTRIAL
RELATIONS**

GRADUATION: 2005
Cornell University, Ithaca, New York

BA, PSYCHOLOGY/SOCIOLOGY
GRADUATION: 1999

City College of New York/City University of New York, New York, New York



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INSTRUCTIONAL EXPERIENCE

SW 220: Cultural Diversity (Guest Lecturer), Western Connecticut State University
PSY 439: Community Psychology (Guest Lecturer), Western Connecticut State University
ED 695: College Student Leadership Development, Bronx Community College
ED 695: The Sophomore Year Experience, Bronx Community College
ED 656: The College Student in America, Bronx Community College

SPEAKING ENGAGEMENTS

OTHER TRAINING & PROFESSIONAL EXPERIENCE

National Conferences:

- Core Competencies for LGBTQIA+ Directors in Higher Education, National Association of Diversity Officers in Higher Education Annual Conference, San Diego, CA, March 2020 (canceled due to COVID19)
- LGBTQ+ Core Competencies in a World of Diversity and Inclusion: An Exploration, NASPA Annual Conference, Los Angeles, CA, March 2019
- Reach, Recruit, Retain: Employee Resource Group Best Practices, Equity and Diversity Ivy Plus Conference, Princeton University, Princeton, NJ, April 2017
- Supporting LGBTQ Students: Examining Current and Future Trends in Higher Education, Visualizing Higher Education in 2027: A Conference Exploring the Future of Higher Education, Cedar Crest College, Allentown, PA, March 2017

Additional Selected Professional Presentations

Western Connecticut State University/Connecticut State Colleges and Universities

- Inclusive Retention Efforts: Exploring Microaggressions and Implicit Bias in Advising, September 2022
- Diversity Matters: Creating an Inclusive Arts Community, Student Orientation, August 2019, 2020 & 2021
- Safe Space Ally Training, December 2017 and December 2019
- Diversity and Inclusion for the Office of Housing and Residence Life, February and October 2018, 2019, 2020 (Virtual) and 2021 (Virtual)
- Diversity and Inclusion, New Employee Orientation, 2017, 2018, 2019, 2020 (Virtual), 2021 (Virtual), 2022 (Virtual) and 2023
- Strategically Improving Campus Climate Around Race and Racism, October 2021 (Virtual)
- Responding to Bias Incidents and Hate Crimes, Office of Public Safety, January 2019
- LGBT Issues in the Workplace Panel, Every Voice Conference, April 2013
- Providing Online Support and Outreach, Office of the Vice President for Student Affairs, Bronx Community College, March 2016
- Supporting Transgender & Genderqueer Students, Office of the Vice President for Student Affairs, Bronx Community College, October 2015
- Safe Space/Safe Person Training, Office of the Vice President for Student Affairs, Bronx Community College, January 2015
- Becoming an LGBT Ally in Student Affairs, Office of the Vice President for Student Affairs, Bronx Community College, June 2014
- Homophobia, Heterosexism, and LGBT Issues in Law Enforcement, Department of Public Safety/DESPP, January 2011

PROFESSIONAL SERVICE

- Metro NYC Higher Education Resource Consortium, Member Institution, 2019-2021
- NCAA LGBTQ+ Resource Professionals, Trans Policy Working Group, 2022-Present