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Office of the Mayor
Gavin Buckley, Mayor
160 Duke of Gloucester Street
Annapolis, MD 21401-2517

October 1, 2018

To: Alderspersons, City of Annapolis

From: Mayor Gavin Buckley

Re: Housing & Human Welfare Standing Committee

Pending your approval, I would like to appoint **Dr. Deidra Dennie** to the **Human Relations Commission**.

Dr. Dennie's application and resume are attached.

Dr. Deidra Dennie
513 Deep Creek View
Annapolis, MD 21409

Sincerely,

Gavin Buckley
Mayor

Reviewed by: Housing & Human Welfare

_____ Favorable

_____ Unfavorable

Committee Chair

Date



City of Annapolis

Office of the Mayor
160 Duke of Gloucester Street
Annapolis, MD 21401-2517

Mayor@annapolis.gov • 410-263-7997 • Fax 410-216-9284 • TDD use MD Relay or 711 • www.annapolis.gov

Boards and Commissions Application

Personal information

Name Dr. Deidra Dennie

Address 513 Deep Creek View

City Annapolis ST MD Zip 21409

Phones Home 7708514189 Other 4439241062

E-mail dbdennie@gmail.com

Statement of interest – Why should you be appointed to this board/commission?

I am keenly interested in being part of the solution to my communities concerns. I clearly understand how perception becomes the reality that profoundly affects the way one makes sense of the world. Throughout my life I operate as the transition person for others to help them make better sense of their circumstance and how they have control or influence over outcomes.

I have experience working on boards and commissions that focus on the human condition at the lowest point in a life, YWCA and Boys and Girls Club, offering safety and security. I've also served my community at a city commissioner, City of Murray Hill in Louisville, KY, where the focus was on right of ways, beautification, usage of public spaces and contracts. Personally, outside of my work at Anne Arundel Community College, I work with the Savannah Diversity Council, where our work is focused on human and sex trafficking. Collaborating and working with the police, Port Authority, Sheriff's Office, FBI and other agencies to extract young women and men from oppression and bondage.

I believe the depth and breadth of my personal and professional experience demonstrate the willingness and ability to work on either or both the Ethics or Human Relations Commission in a value added capacity. I am excited to serve.

Are you a resident of the City of Annapolis?

☒ Yes ☐ No

Are you an employee of the City of Annapolis?

☐ Yes ☒ No

If yes, please state your job title, department & duties.

Do you do business with the City of Annapolis?

☐ Yes ☒ No

If yes, please detail.

Are you currently serving on any city boards or commissions?

☐ Yes ☒ No

If yes, please list board(s).

Work experience (titles and duties)

Educational background (certificates, diplomas, degrees, seminars, etc)

Other experience (volunteer experience, memberships etc)

ReferencesName Dr. Dawn Lindsay Phone 410-777-1177Address 101 College Parkway, Arnold, MD 21012Name Pam Ausiello Phone 410-261-8842

Address _____

Name Dr. Donna Brooks Phone 912-344-2896Address PO Box 8005, Statesboro, GA 30460

Appointees are subject to the provisions of the City of Annapolis Ethics Code, Annapolis City Code Chapter 2.08. Appointees are strongly encouraged to review this Code and contact the City of Annapolis Office of Law and/or City of Annapolis Ethics Commission with all inquiries.

Signature _____ Date 09/28/2018

E-mail electronically completed form to constituents@annapolis.gov. Paper copies may be faxed to 410-216-8284 or mailed to the Mayor's Office address above, attention Boards and Commissions Coordinator.

DEIDRA B. DENNIE, M.A, CAAP, A.B.D.
513 Deep Creek View • Annapolis, MD 21409 • dbdennie@gmail.com • 770-851-4189

Diversity & Inclusion • Human Resource Development • Human Resource Management
Affirmative Action/EEO • Leadership & Ethics

PROFESSIONAL EXPERIENCE

Anne Arundel Community College 2017-Present
Chief Diversity Officer

University System of Georgia (USG) 2011-2017
Armstrong State University (USG Institution) Savannah, GA
Director, Equity, Diversity and Inclusion 2014-2017

Special assistant to the President to raise the visibility of the institution's diversity efforts; clarifies goals and assesses progress; and provides expertise on issues of access, equity, diversity, and inclusion. Lead campus wide committees and working groups on diversity; conduct surveys of the campus climate, develop cultural events for the campus and the surrounding community, and plan symposia centered on diversity. Assigned to increase the number and improve the success of faculty and staff members from underrepresented groups by creating pilot initiatives, building collaborative relationships, adopt national best practices, collect and analyze data, and design new marketing and communication products. Participates in the search for administrators and faculty members, help revise job descriptions and monitor search-committees efforts toward institutional diversity. Ensures that the university is in compliance with all laws and policies related to affirmative action and equal employment opportunity.

Key Achievements:

- Campus Conversation Symposia
- Diversity Leadership Series
- Inaugural Campus Climate Survey

Kennesaw State University (USG Institution) Kennesaw, GA
Director Equal Opportunity and Title IX Administrator 2011-2014

Responsible for training and development for faculty, staff, and students on EEO, compliance, leadership, ethics, diversity, cultural competency and various policies. Identify trends and patterns for yearly reporting and presentation to President's Cabinet. Assist the Chief Diversity Officer with related recruitment and retention activities, including developing and implementing hiring goals and recruitment and retention strategies. Planning, managing and performing all activities related to Equal Employment Opportunity (EEO), Title IX and Affirmative Action (AA). This includes, but is not limited to, responding to and investigating complaints of discrimination, sexual harassment, and retaliation.

Key Achievements:

- Developed online environment to conduct sexual harassment prevention training for entire campus
- Created and delivered upper level management training courses for intact departments
- Presenter for yearly Phenomenal Woman Conference

Indiana University South Bend

South Bend, IN

Director, Affirmative Action and Campus Diversity

2008-2010

Create and deliver leadership development and diversity programs for campus and community organizations. Facilitate compliance training, and new hire orientation. Direct institutions AA/EEO office for compliance with federal, state and university laws and policies. Investigate discrimination, sexual harassment, and hostile environment and harassment complaints. Enforce policy and render decisions regarding violations. update and monitor campus affirmative action plan. Chair Affirmative Action, Strategic Plan and Campus Diversity Committees.

Key Achievements:

- Initiated and developed diversity dashboard
- Reduced search and screen cycle from six months to four months
- Consistently receive 95% job relevancy rating for training programs

Director, Leadership Academy

Direct daily operations; manage recruitment, retention, academic excellence, and expenses. Build relationships with faculty, businesses, schools, district personnel, students, parents and community organizations. Deliver presentations to key academic stakeholders, parents, teachers and students. Manage \$100,000+ budget and staff of seven.

Key Achievements:

- Created training program for Peer Mentors that is now used throughout the campus
- Received \$100,000 grant for leadership program from President of University
- Expanded credit hour opportunity for high school and incoming college freshman each year.

Memorial Hospital & Health System

South Bend,

IN Manager, Corporate Diversity and Inclusion

2003-2008

Created and managed dashboards and recruitment plans with human resources and department directors. Communicated vision and strategy for organization-wide initiatives. Coordinated training with units and departments to support inclusion strategies. Worked with salaried and union staff to identify skill gaps and customized programs for upward mobility. Used behavioral assessments to develop goals and achievable objectives and created action plans for individual success. Developed, sustained and improved training and development programming for employees. Track and report leadership performance coaching and training interventions. Leadership in

selecting and presenting unique workshops, in-services and training modules in innovation, customer satisfaction, workplace diversity, health/safety, team building, managing, new hire orientation and conflict resolution.

Key Achievements:

- Chosen by President to be a Cultural Competence Fellow representing the organization nationally
- Developed cultural competency training for staff providing direct patient care
- Initiated first professional development program in organization's history; as a direct result 25% of program graduates received job promotion or pay grade change in the first year
- Developed and managed organization effectiveness division intranet presence

Certifications:

Various FranklinCovey® programs, Intercultural Development Inventory, Hartman Value Profile, Emotional Quotient Inventory (EQ-i), Intercultural Conflict Style, Emotional Intelligence and Diversity (EI+D), School at Work®, Title IX Coordinator, Certified Affirmative Action Professional, and Six Sigma Green Belt.

Education:

Valdosta State University

Doctorate of Public Administration, Spring 2017

Health Research Educational Trust

Cultural Competence Leader Fellowship

Webster University

Master of Arts, Human Resource Development

University of Louisville

Bachelor of Arts, Communications