

JILLIAN “JAY” WATTS

EXPERIENCED DIVERSITY, EQUITY, & INCLUSION LEADER

CONTACT

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PROFILE

Jay Watts has spent more than a decade in the field of diversity, equity, and inclusion. She has aided in the support of more than 28 school districts, 30 higher educational institutions, 12 corporate settings, 42 non-profits, and more than 60,000 touch points of development at local and national conferences as a keynote and esteemed facilitator/speaker.

SKILLS

- Training program development & facilitation
- Recruitment strategies
- Employee engagement & relations
- Policy, practice, & protocol
- Equity & cultural audits

EDUCATION

Teacher’s College at Columbia

University

Present-2023

Health Education & Behavioral Studies, Ed.D.

Eastern Kentucky University

2010-2012

Human Services: Student Personnel Services in Higher Education (Diversity Focus), MA

University of Louisville

2006-2010

Middle/Secondary Education: Social Studies Education, BS

EXPERIENCE

Executive Director of Diversity, Equity, & Belonging/Chief Diversity Officer/Cabinet Member
Ivy Tech Community College-Central Indiana
2019-Present

Employee Diversity

- Chief Diversity Officer for Central Indiana Service Area of the largest Community College System in the United States (the largest service area of our overall college).
- Building representative, inclusive employee development programs that include opportunities to explore identity, the value of diversity and equitable practices (in partnership with our internal dei initiatives, goal 8).
- Incorporating elements of diversity, equity and belonging into the Strategic Plan of each community of practice to make measurable progress at the department/local level.
- Acting as thought leader and overall owner of internal affinity groups, spearheading the development and growth of the groups and their sponsors to ensure ongoing, lasting impact
- Partnering with the human resources leadership team to develop accountability mechanisms and metrics
- Identifying and cultivating relationships in the DEI community with learning institutions, business organizations and causes that focus on promoting and enhancing diversity and inclusion
- Partnering with other network DEI leaders to share thoughts, best practices and resources
- Ensuring recruiting processes promote diversity and acceptance for all people regardless of race, ethnicity, culture, gender, sexuality, nationality, religious beliefs and ability
- Utilizing Emplify and institutional research data to develop policy, practice, and protocol
- Developing and facilitating a comprehensive professional development plan for faculty and staff that aids in policy, practice, protocol, and pedagogy using in-person, asynchronous, and synchronous modes of learning.
- Aiding in the navigation of policies and practices for complaints and grievances.
- Implementing restorative justice practices to support employee grievances and breaches of community
- Creating and implementing cultural climate surveys and equity audits to assess climates and develop recommendations

Student Diversity

- Serving as the chief diversity officer for all student policy, practice, and protocol relative to student diversity, equity, and belonging for central Indiana service area.
- One of the support systems for international and U.S. born and raised students by providing race, ethnicity, disability, sexuality, gender, socioeconomic, veteran status, and

other forms for diversity initiatives related to advocacy, services, and programs to promote identity development, intellectual achievement, personal success and social belonging.

- Creating, implementing, marketing and assessing programs and events that support diversity, equity, and belonging in collaboration with the Student Life Department and Academic Affairs.
- Developing and promoting resources and educational materials that support students of diverse backgrounds.
- Developing educationally transformative programs, services and activities that result in cultural awareness and appreciation for diversity and cross-cultural engagement centered diversity, equity, and belonging.
- Aiding in the development of culturally relevant and responsive pedagogy.
- Supervising Cultural Advocates (CAs) and implementing training programs for them.
- Serving as the liaison between Ivy Tech Community College-Central Indiana and organizations that support the local diverse communities.
- Collaborating with a broad range of campus departments/offices – including Counseling Center, Health Center, Academic Affairs, Student Life, Career Center, Service Learning, among others – to create programs and activities that center the needs and interests of diverse students
- Aiding in the facilitation of trainings and development of conferences and summits to tackle issues and education for students of diverse populations
- Developing, planning, executing and participating in co-curricular activities that promote educational objectives such as intercultural awareness, sensitivity and acceptance.
- Collaborating on joint projects or programs with other organizations or departments within Ivy Tech Community College system and in the local community that support the diverse populations and promote awareness of its identity.
- Monitoring and updating Ivy Tech Community College website and social media accounts
- Representing Ivy Tech Community College at programs and events in support of Admissions recruitment efforts.

External Relations & Supplier Diversity

- Engaging with external community to develop authentic partnerships that will support goal 8 (diversity) initiatives.
- Pro bono diversity support and training to organizations and companies in the central Indiana community
- Homelessness, hunger, and non-violence initiatives
- State government support on policies and bills
- Communicating with community partners about job opportunities and developing trainings to enhance skills
- Rural community support in initiatives on economic gaps
- Grant writing and developing partnerships for capital campaigns.

Corporate Trainer

Briljent, Inc./Deloitte

November 2018-August 2019

- Facilitate training for Indiana state government (USA) project as a subcontractor for Deloitte.
- Group facilitation of state system training from regional director to local office clerical
- On-boarding of newly hired site support and trainers.

Director of C.A.R.E. (Creating a Respectful Environment) Initiative

Manchester University

April 2017-October 2018

- Oversee and implement intervention and prevention activities for the campus community to address issues of violence against our community including sexual assault, dating/domestic violence, and stalking on campus.
- Direct the Coordinated Community Response Team to improve relationships among campus administrators, university safety personnel, and local law enforcement to reduce domestic violence and develop or adapt population-specific strategies and projects for victims of sexual assault, dating/domestic violence, and stalking for underserved populations on-campus.
- Develop culturally relevant and responsive practices and programming.
- Implement sex positive education in attempts to inform campus community in proactive ways for safety, prevention of diseases, and transparent conversations about intimacy and sexual relationships.
- Develop curriculum that educates students, faculty, and staff on prevention and skills to intervene in acts of potential or present violence.
- Teach classes that bring intersectional aspects of violence prevention into various disciplines.

- Collaborate with Pharmacy program to develop and educate students, faculty, and staff on violence prevention.
- Coordinate \$300,000 federal grant for the Department of Justice and Manchester University.
- Supervise 4 student workers utilizing a peer education model and a professional Victim Advocate.
- Develop LGBTQ+ and culturally inclusive programming and trainings related to intimate partner violence.
- Appointed member to the President's Diversity Council.

Green Dot College Instructor

Manchester University

October 2017-October 2018

- Educate the campus community about how they can use their unique personalities, comforts, and barriers to become change agents in proactive and reactive measures to prevent power-based personal violence (domestic/dating/sexual violence and stalking).
- Facilitate bystander Intervention training, programming, and booster sessions.
- Develop culturally relevant and responsive practices and pedagogy catered towards specific populations.

Assistant Director of Diversity, Equity, & Inclusion/LGBTQ+ Resource Coordinator

Kenyon College

June 2015-April 2017

Support for Multicultural Admissions

- In collaboration with the Director of Multicultural Admissions and Director of Camp IV, design, implement, and coordinate the recruitment process for Camp IV;
- Chair the KEEP Selection Committee with the support of the Director of Multicultural Admissions;
- Assist the Associate Provost for Diversity, Equity, and Inclusion with collecting, organizing, analyzing, & disseminating diversity related data & reports; assist with academic initiatives, building faculty partnerships, and faculty trainings.
- Collaborate with the Director of Multicultural Admissions in efforts that aid in the recruitment of under-represented students.

Multicultural Campus Programming

- Director of the Office of Diversity, Equity, and Inclusion Alumni Mentor Program;
- Engaged Alumni and develop programming specific for their involvement.
- Co-coordinate the REACH Peer Mentoring Program for under-represented students, including hiring and training of mentors & student coordinator;
- Assist the Associate Provost for Diversity, Equity, and Inclusion with organizational & programming goals;
- Serve as counselor & advisor to the junior class cohort of KEEP Scholars;
- Manage the Professional Attire Clothing Fund;
- Develop & implement residential programs for students that promote an awareness of cultural differences & similarities;
- Assist with the planning and coordination of cultural celebrations, including the ODEI Lecture and Performance Series, & the Reverend Dr. Martin Luther King, Jr. Days of Dialogue;
- Assist in the execution of multicultural orientation programs;
- Provide sound financial management for the ADEI's budget, including authorization of expenditures, evaluation & presentation of needs that have budgetary implications, & preparation of budget proposals;
- Monitor retention of under-represented students.
- Market events and programming for campus community using posters, social media, and collaboration with the Communications office to develop publicity materials.
- Advised Unity House (LGBTQ+ Student Organization), Discrimination Advisors, and Student Council for Social Justice.

ODEI/Student Affairs/College Responsibilities

- Advised students placed on academic conditional enrollment;
- Served on the Diversity Advisory Council
- Assisted the Dean of Students & the Associate Dean of Students with special projects & responsibilities within the Student Affairs Division of the College
- Chair the Summer Internship Stipend Fund committee and manage a budget of \$150,000.
- Appointed as Student Affairs Division Website Coordinator

LGBTQ+ Resource Coordinator

- Chair the LGBTQ+ Advisory Committee and manage a budget of \$20,000 for the John Schofield Fund.
- Developed inclusive and equitable programming
- Created violence prevention programming for students, faculty, and staff
- Aided in the development of culturally relevant and responsive curriculum for faculty
- Implemented and created Kenyon Safe Space Ally Training
- Audited documents and website for inclusive language
- Advised on equitable policies and procedures
- Managed Unity House building property, programming, and student staff.

Academic Advisor II/Diversity Trainer for EHHS

Kent State University

May 2013-June 2015

- Advised Exercise Science and Athletic Training students on graduation requirements for major completion.
- Referred students to student support services for individualized assistance.
- Counseled students on career opportunities within their major.
- Co-Coordinated initiatives to aid in diverse populations within the EHHS Advising population; i.e. STARS, Network Diverse Educators Program, and Non-traditional students.
- Collaborated with faculty for academic initiatives and student development.
- Aided in developing innovative advising strategies with students.
- Aided in Athletic Audits
- Support Athletic Advising office by aiding to track NCAA eligibility.
- Presented student success information to groups of college students and parents.
- Advised students on career opportunities.
- Blackboard, Banner, and Graduation Planning System (Degree Works) trained.
- Developed cultural competency training for department.
- Worked with diverse students from various backgrounds; i.e. LGBTQ, multicultural, international, etc.
- Facilitated student workshops for student success.

Educational Coordinator, Educational Talent Search (TRIO)

Eastern Kentucky University

January 2012-January 2013

- Implemented workshops and programming geared towards underrepresented, minority, rural, and/or first generation middle and high school students interested in future post-secondary education.
- Advised middle/high school students and their parents on future career development, life planning, academics, and financial aid opportunities.
- Engaged family and community about opportunities for higher education.
- Recruited students using innovative event planning, parent outreach and community support.
- Supervised federal work study student worker that was in charge of clerical and social media duties for coordinators.
- Facilitated workshops geared towards cultural competency and acceptance.
- Aided in social media outreach and newsletter creation.
- Appointed to University Diversity Committee at Eastern Kentucky University.
- Blumen Database Trained

OTHER PROFESSIONAL EXPERIENCE

CEO/Principal Consultant

Beyond the Margins Consultant, LLC.

December 2016-Present

- Supports institutions, companies, and individuals in educational and academic success coaching services, diversity trainings and workshops, adult education, career development services, document and website auditing, and motivational speaking.
- Advise organizations and schools on culturally relevant and responsive pedagogical practices and programming.
- Develop online modules and training platforms for companies and organizations.
- Create social media platforms and marketing tools for organizations and companies.

Diversity Consultant

Millennium Learning Concepts, LLC.

2012-2016

- Aided in cultural audits Jefferson County Public School teacher cultural competency and cultural responsive teaching improvement plan.
- Develops presentations and literature for Millennium Learning Concepts projects and conferences.
- Collaborates with founder/CEO, Dr. Roger Cleveland, on intelligent solutions to improve education and learning.
- Edits and revises data and research for Millennium Learning Concepts.
- Consultant for 10+ public school districts in the state of Kentucky in diversity.
- Conduct allyship training for administrators, educators, and professionals to work better with colleagues and constituents.

LOCAL & NATIONAL PRESENTATIONS

March 2020 One Summit: Ivy Tech Community College: Indianapolis, IN

(Co-Presenter)

"Leading with Equity: Understanding Leadership Styles and Advocacy"

February 2020 Student Development Summit: Ivy Tech Community College: Indianapolis, IN

(Co-Presenter)

"Servicing the Whole Student: Holistic Student Development"

August 11, 2016 Equity and Excellence Conference 2016: Covington Public Schools: Covington, Kentucky

(Presenter)

"Allyship in the Classroom"

May 28, 2015 National Conference on Race & Ethnicity in American Higher Education: Washington, DC

(Presenter)

"Disrupting the Subtractive Identity of Black Queer Faculty on Predominantly White Institutions"

April 03, 2015 Kent State University: Graduate Research Symposium: Kent, Ohio

(Presenter)

"Disrupting the Subtractive Identity of Black Queer Faculty on Predominantly White Institutions"

March 27, 2015 AACTE: Holmes Scholars Poster Presentation: Atlanta, Georgia

(Presenter)

"Disrupting the Subtractive Identity of Black Queer Faculty on Predominantly White Institutions"

Awarded Excellence of Communication for AACTE 2015 Holmes Scholars Poster Presentation

April 11, 2014 Kent State University: Graduate Research Symposium: Kent, Ohio

(Presenter)

"Black LGBTQ Academic Identity on Predominantly White Campuses"

June 22, 2012 Student Parent Support Symposium: Worthington, Ohio

(Presenter)

"5 Essentials for Student-Parent Success" at Student Parent Support Symposium

April 10, 2012 IDEAS Diversity Conference: Kentucky Public Schools: Richmond, Kentucky

(Co-Presenter)

"Facilitated activities "Cultural Competence: A Viable Approach to Effective Service Delivery - CC Track"

PUBLICATIONS

Watts, Jillian R. Life Planning for College-Bound Parents: The 5 Essentials for Student Parent Success. [Self-Publication: Awaiting Publisher]. Mentioned by University of Wisconsin-La Crosse Campus Connection (2 July 2012): "The Population of Student Parents in College is growing." Utilized by University of Toronto Family Care Office: Fall 2012 Student Parent Orientation.

Watts, Jillian R. Diverse: Issues in Higher Education. 4/26/2012, Vol. 29 Issue 6, p23-23. 1p. Cleveland, R., Sailes, J., Watts, J., & Samuels, A. D. (2014). "Cultural Taxation." In Thompson, S. (Ed.), Encyclopedia of Diversity & Social Justice. Lanham, Maryland: Rowman & Littlefield Publication, Inc.

Cleveland, R., Logsdon, C., & Watts, J. (2014). "Education in Appalachia." In Thompson, S. (Ed.), Encyclopedia of Diversity & Social Justice. Lanham, Maryland: Rowman & Littlefield Publication, Inc.

Cleveland, R., Sailes, J., Watts, J., & Samuels, A. D. (2018). "Cultural Taxation." Advances in Social Sciences Research Journal, 5 Vol. 5, Issue 10.

BOARD MEMBERSHIP

Children's Policy & Law Center of Indiana, Board Member (2020-Present)

Northwest Civic Community Association, Board President (2019-Present)

The Ministerium of Indianapolis, Board Member (2019-Present)

GLSEN-Fort Wayne, Founding Board Member (2017-2018)

UNITE Youth & Family Initiative, Founding Board Member (2016-2018)