

# JOSÉ DANIEL RUBIO-ZEPEDA

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(715) 307-3663

## EXECUTIVE SUMMARY

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Visionary leader with a focus on creating opportunities for access to historically excluded populations through a JEDI (justice, equity, diversity, inclusion) lens. Accomplished practitioner, urban planner and scholar with over 8+ years in higher education engaged in strategic planning, training, and program implementation. Charismatic and empathic listener with a keen interest to help facilitate dialogue and partnerships among various stakeholders. Mission and values driven leader who aids in the development of pathways, connections, and inclusivity to foster a sense of belonging for holistic student success.

## CORE COMPETENCIES

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| • Experienced Facilitator/Trainer/Presenter     | • Cross-cultural communication  |
| • Holistic Advising, Advocacy, and Supporting   | • Program Development and Implementation                                      |
| • Empathic and Developer                        | • Experienced Supervisor/Administrator  |
| • Intercultural adaptability                    | • Demonstrated success in marketing, advertising, and recruitment initiatives |
| • Research Skills                               | • Fundraising   |
| • Community Development, Outreach, & Engagement | • Strategic Planning  |
| • Financial Literacy & Awareness                | • Demonstrated Success in Grant Writing & Budget Management                   |

## PROFESSIONAL EXPERIENCE

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Stanford Doerr School of Sustainability, Stanford University | Stanford, CA

**Assistant Director for Diversity and Inclusion** (Sept. 2023-present)

Responsibilities include but not limited to:

- Collaborate and act as liaison with DEI partners in SDSS departments, programs and institutes to implement graduate student and postdoctoral initiatives related to recruitment and inclusion efforts (e.g., Grad Day, PRISM, Dean's Grad Scholars, DEI liaisons, university recruitment visits, and community events) and report on program impact
- Grow and manage day-to-day activities of the Respectful Community program and other internal community events including curriculum/workshop development, marketing material design, event and participant management, budget, and program evaluation
- Support and facilitate critical dialogues about DEI praxis, understanding the intersectionality of identities and social experience, anti-bias training, and other best practices with School community members
- Work with Director and partners across school to embed inclusive practices within field and outreach programs, faculty mentoring programs, graduate and postdoctoral professional development, etc.
- Create and update DEI content for website, brochures, recruitment and retention materials to distribute through various Stanford communications channels, including email list and social media.
- Develop and deliver training of graduate students, postdocs, and staff as recruiters at key national conferences, target campuses, etc.

- Devise and communicate strategies, with the Director, recruitment and inclusion in collaboration with partners in departments and programs
- Assist the Director, Associate Deans and DEI committees in long-range planning with program insights, literature reviews, data collection and analysis, reporting, etc.
- Contribute to and inform program planning and ongoing development
- Assist Director with grant management administration and with monitoring DEI office budget and expense accounting

University of Wisconsin-La Crosse, Office of Multicultural Student Services (OMSS) | La Crosse, WI

**Co-Interim Director** (*June 2022—August 2022*)

Responsibilities included but not limited to:

- Promoted and renewed OMSS, through the division, and the university
- Coordinated short- and long-range planning for OMSS, including strategic planning
- Served as a point person from OMSS and consulted with Interim Assistant Vice Chancellor for Diversity and Inclusion regarding student issues and concerns
- Developed, defined, and began to revise departmental procedures in conjunction with UW System and university policies and initiatives
- Represented OMSS at university and community events
- Encouraged and supported community outreach and involvement

**Assistant Director for Retention** (*Sept. 2021—Sept 2023*)

Responsibilities included but not limited to:

- Served as a liaison with the UW-La Crosse Financial Aid office and UW System; meet regularly with FA and UW System staff members to stay up to date regarding financial aid & Lawton and AOP policy changes
- Reviewed and oversaw the pre/post -test assessment tool for the Lawton Grant
- Helped coordinate and implemented Maxient software and served as liaison between OMSS and Student Life
- Established and maintained ongoing assessment efforts to evaluate the quality of the UWL Lawton program to include qualitative assessment
- Assisted as a liaison between OMSS and Cashier office regarding financial concerns
- Served as the liaison for the University Foundation Scholarship Committee
- Served on the UWL Financial Literacy Committee
- Collaborated with OMSS staff to track and meet regularly with assigned multicultural students who are on academic probation, are academically ineligible and/or are attempting to reenter the university
- Provided academic advising to support student retention and graduation initiatives
- Identified and helped resolve obstacles impeding the academic success of students (or a particular subset of students for example probation, transfer, or scholar students)
- Analyzed students' academic and personal issues/concerns and provides referral/intervention services
- Led the hiring, training, evaluation, and supervision of two full-time professionals (academic advisor and retention specialist), graduate student, and up to 8-10 work study students (office assistants)
- Coordinated transition and retention strategies for multicultural student populations to address differences in attrition and retention.
- Served as liaison for students with DACA and/or undocumented status

**Transfer Student Retention Specialist** (*Aug. 2018—August 2021*)

Responsibilities included but not limited to:

- Maintained database to track student outreach and academic status/progress

- Assessed success of retention efforts regularly processing and reviewing student reports, analyzing information according to underrepresented groups and presenting data
- Developed measurable retention strategies and action plans for transfer student's cohorts
- Identified priorities, strategic goals, and action plans to enhance student progress to degree completion in partnership with campus partners
- Provided leadership, oversight, and case management for transfer students of color by providing advocacy and support through an early alert system, advising, and 4D Academic Success Program
- Supervised two full-time staff members
- Coordinated two retention programs, Multicultural Business Scholars Program (MBSP) & Hekima Scholars Program
- Assisted students with professional development (resumés, CVs, cover letters, internships, scholarships, graduate school applications)
- Updated various social media pages, create publicity, and market programming for the office
- Served as a liaison for students with DACA or undocumented status

University of Texas at Austin, Teresa Lozano Long Institute of Latin American Studies, Student Programs Office. **Graduate Research Assistant.** (*Sept. 2017—Jan. 2018*). Responsibilities included but not limited to:

- Co-developed curriculum to help with academic, professional, and wellness programs for graduate students
- Published monthly newsletter regarding events, scholarships, conferences, and other funding opportunities for graduate students
- Conducted and developed survey to assess students' needs and improvements in the Latin American Studies graduate program
- Served as a liaison between Student Programs Office and students
- Assisted with recruitment (emails, phone calls, Skype and/or in person) for the LAS program

University of Texas at Austin, International Office. **Research Assistant.** (*Feb. 2017—May 2017*). Responsibilities included but not limited to:

- Developed a new Latin America curriculum integration guide for students studying abroad in Latin America
- Created, edited, and proofread various documents using Word, Excel, and Adobe Acrobat
- Researched existing study abroad programs in Latin America
- Conducted interviews with UT faculty members and administrators regarding improvements to study abroad programs in Latin America
- Assisted Associate Director of Study Abroad with curriculum mapping
- Obtained testimonies and photos from undergraduate students who participated in programs

University of Texas at Austin, Teresa Lozano Long Institute of Latin American Studies, Office of Development. **Graduate Research Assistant.** (*Sept. 2015—May 2016*). My responsibilities included but were not limited to:

- Aided in the creation and edited content for annual publication of alumni newsletter, *VISTAS*
- Coordinated and executed special events for Development Office with events such as the fall and spring Advisory Council meetings, Student Fellowship & Scholarship luncheon, LLILAS Alumni Reunion, and other events
- Stewarded donors by drafting and mailing out acknowledgement letters
- Contacted designated alumni to build an online alumni profile bank
- Assisted Celeste Guzmán Mendoza (former Director of Development at LLILAS) and Amber Shah (former Development Office and Alumni Coordinator) with scheduling alumni events
- Executed administrative duties (excel spreadsheets, VIP database, creation of documents for events, etc.)

## EDUCATION

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Dec. 2017, **University of Texas at Austin**

**Master of Arts**, Latin American Studies

**Master of Science**, Community and Regional Planning

Thesis: Liminal Lives: Haitian Migration to the *Barrio* of La Zurza, Santo Domingo, Dominican Republic

May 2014, **University of Wisconsin-La Crosse**

**Bachelor of Arts**, *summa cum laude*, Political Science & Spanish

Minor: International Studies, Latin American emphasis

Honor's Thesis: “*La mano invisible*: Statelessness, Discrimination, and Citizenship among Haitians and Dominico-Haitians in the Dominican Republic”

## PROFESSIONAL CERTIFICATIONS

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October 2022 | College Student Wellbeing, Trauma, & Resilience | Florida State University, Tallahassee, FL

## HIGHER EDUCATION TEACHING

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**UWL 299**—Hekima Scholars Program Class; *Enrollment*: (11 students; 10 students) **Spring 2022 and Spring 2023**

- Course provided students with familiarity with campus resources and developed a culturally based experiential profile of inclusive community involvement, civic and self-development along with the exploration of high impact experiences, including but not limited to internships, research, or other enrichment programs
- Incorporated activities to develop a sense of community, belonging, and strived to incorporate leadership development; provided students with culturally relevant activities as they explored leadership and thought through for themselves what kind of leader they would like to become
- Students applied what they learned outside of the classroom into real word settings and connected it to discussions of power, identity, race, ethnicity, gender, and sexuality
- Participated in an experiential trip to learn from community leaders to Chicago, IL and Minneapolis/St. Paul, MN

## AREAS OF RESEARCH INTEREST

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Academic and Financial Retention, Males of Color in higher education, Transnationalism and identity within the context of migration; globalization and its effects; African Diaspora in Central America and the Caribbean, especially in the Dominican Republic; critical race theory; cultural studies; masculinity, class, gender, sexuality and ethnicity

## FELLOWSHIPS AND GRANTS

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|-------------|---|
| Spring 2023 | Professional Development Grant, UWL Academic Council. Travel to Las Vegas, NV to attend annual American Association of Hispanics in Higher Education (AAHHE) Conference. Awarded \$1,625. |
| Spring 2019 | Professional Development Grant, UWL Academic Council. Travel to Detroit, MI with colleagues for conference focused on student success. Awarded \$2,000.                                   |
| Spring 2017 | LLILAS Conference Grant, Travel to Nassau, The Bahamas, to present paper. Awarded \$500.  |

- Fall 2016 Grossman Fellowship, Teresa Lozano Long Institute of Latin American Studies, Awarded \$1,250 and waiver of nonresident portion of tuition for 16-17 academic school year.
- Spring 2016 LLILAS Conference & UT-School of Architecture Conference Grant, Travel to Port-au-Prince, Haiti, to present paper. Awarded \$750.
- Fall 2015 National Science Foundation International Research Experience for Students (IRES) Fellowship, NSF & UT-School of Architecture, Awarded \$7,500 for training through a practicum course and independent thesis research in Santo Domingo, Dominican Republic.
- Summer 2015 Foreign Language and Area Studies (FLAS) Fellowship, Florida International University and U.S. Dept. of Education, Miami, FL. Awarded \$6,680 to study Haitian Creole at FIU's Haitian Summer Institute & travel to Haiti.
- Fall 2014 Mebane International Travel Scholarship, UT-School of Architecture, Awarded, \$2,250.
- Fall 2014 McNair Graduate Fellowship, UT-Graduate School, Awarded \$24,000.
- Spring 2014 Rackham Merit Fellowship, University of Michigan, Ann Arbor, MI. A competitive, merit-based fellowship awarded to a select number of incoming graduate students entering the University. (*Respectfully declined*)
- Spring 2014 UCSC Fellowship, University of California—Santa Cruz. (*Respectfully declined*)
- Fall 2013 McNair Conference Grant, Travel to New Orleans, LA, to present paper. Awarded \$1,200.
- Summer 2013 McNair Grant, Travel to prospective graduate schools in Albuquerque, NM, & Austin, TX, Awarded \$2,500.
- Spring 2013 McNair Conference Grant, Travel to Atlanta, GA, to present paper. Awarded \$1,200.
- Summer 2012 McNair Grant, Travel to prospective graduate schools in New York, NY, Awarded \$1,800.
- Summer 2012 McNair Summer Grant, to conduct further research on undergraduate project, La Crosse, WI, Awarded \$3,000.
- Fall 2011 UW-L Undergraduate Research Grant, "Coloring a Multilayered Nation: Café con Leche (Coffee with Milk), Awarded \$2,800.
- Fall 2011-May 2014 Ronald E. McNair Post-Baccalaureate Achievement Program Fellow
- Fall 2010-Spring 2011 Eagle Mentoring Program, CLS, UW-L, Protégé

## ACADEMIC HONORS AND AWARDS

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| Fall 2022                   | Transfer Advocate of the Year   UWL Academic Advising and Career Services  |
| Spring 2016                 | Award for Reflective Practice in Community & Regional Planning, School of Architecture, The University of Texas at Austin. Project: “Entrelazando Miradas,” Latin American Planning Practicum.   |
| Fall 2015                   | ¡Lanzate! Travel Award Program “Dándole Alas a Tu Éxito/Giving Flight to Your Success,” Hispanic Association of Colleges and Universities (HACU) with Southwest Airlines. Awarded roundtrip airline ticket as a student pursuing higher education to travel back home. |
| Spring 2014                 | UW-L Commencement Student Speaker  |
| Spring 2014                 | College of Liberal Studies Student of Excellence Award   |
| Spring 2013                 | UW-L Foundation Scholarship recipient; Judith L. Kuipers Scholarship; Awarded \$1,000.   |
| Spring 2012                 | UW-L Foundation Scholarship recipient; Dr. James Parker, Awarded \$350.<br>UW-L Foundation Scholarship recipient; Tazmin Alrich Esposito, Awarded \$250.<br>UW-L Foundation Scholarship recipient; Eagle Pride, Awarded \$500.   |
| Spring 2014-<br>Spring 2010 | UW-L Dean’s List   |

## PUBLICATIONS

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**Rubio-Zepeda, J.**, Zavala, D. and Henning, M. (2021). “[Takeaways from Mentoring Programs at a PWI in the Midwest, 2008-2021](#).” Special Issue. The Chronicle of Mentoring and Coaching. UNM Mentoring Institute.

**Rubio-Zepeda, J.**, et al. (2016). [Entrelazando miradas: Hacia una nueva visión de la infraestructura socio-comunitaria \(Reimagining Community Infrastructures\)](#) (B. Sletto, Ed.). R

**Rubio-Zepeda, J.** (2016). “[Transitory Ghosts: Haitians and Dominico-Haitians in Santo Domingo, Dominican Republic](#).” Portal Magazine, Vol. 11.

Coleman, Andrew & **Rubio-Zepeda, José**. (2012). “Location & Identity: A Perspective on LGBT Bi-Cultural Identity,” Rainbow NAFSA: Association of International Educators, SIGnals Newsletter, Vol. 18, No. 2.

## CONFERENCES AND INVITED TALKS

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“Cultivating Community, Identity Development, and Sense of Belonging in the Hekima Scholars Program.” 2023 Texas Male Student Leadership Summit. University of Texas at Austin. Austin, TX. Presenter. August 10-11, 2023.

“The Economics, Data, and Humanity of Immigration: Lessons from the Coulee Region Panel.” UWL Social Justice Week. “*Providing Access through the Pandemic: Humanizing Migration with Cariño, Advocacy, and the Role of Community Organizing and Collaboration*.” University of Wisconsin-La Crosse. La Crosse, WI. Panelist. April 5, 2023.

“La Lucha Sigue: Refusal, Resistance, and Praxis at Critical Junctures.” American Association of Hispanics in Higher Education (AAHHE) Annual Conference. College of Southern Nevada. North Las Vegas, NV. Participant. March 1-3, 2023.

- “Pushing the Ladder: Liberating Ourselves, Environmental (In)Justice, Activism, and Joy.” Social Justice Week. Keynote Speaker with Adam Maurer. University of Wisconsin-La Crosse. La Crosse, WI. April 4, 2022.
- “(Re)Writing and Un(Learning) Our History: Ghettos, Hispanics, and Solidarity Movement Building.” White Privilege Symposium. La Crosse Center. La Crosse, WI. Presenter. December 3-4, 2021.
- “Takeaways from Mentoring Programs at a PWI in the Midwest, 2008-2021. 14<sup>th</sup> Annual Mentoring Conference. Mentoring in an Interconnected World. University of New Mexico. Albuquerque, NM. Presenter. October 18-22, 2021.
- Competency Symposium: Strategies for Institutional-wide Competency Development. Participant. Austin, TX. May 20<sup>th</sup>-21<sup>st</sup>, 2020.
- IUPUI: Assessment Institute Conference. Participant. Indianapolis, IN. October 13<sup>th</sup>-15<sup>th</sup>, 2019.
- Student Affairs Administration Teaching Symposium. Participant. University of Wisconsin-La Crosse. La Crosse, WI. June 8<sup>th</sup>-10<sup>th</sup>, 2019.
- Promoting Persistence and Practice. Participant. Great Lakes Regional Student Success Conference. Oakland University. Detroit, MI. March 20-22nd, 2019.
- National Institute for the Study of Transfer Students (NISTS) Annual Conference. Participant. University of North Georgia. Atlanta, GA. Feb. 13-15<sup>th</sup>, 2019.
- Student Personal Association Conference. Participant. Gordon Dining & Event Center. University of Wisconsin-Madison. Madison, WI. January 17<sup>th</sup>, 2019.
- “The Importance of High Impact Practices.” Keynote Speaker. Hekima Scholars Program. University of Wisconsin-La Crosse. La Crosse, WI. October 24th, 2018.
- “La resiliencia y el derecho a la ciudad: Conmemorando diez años de esfuerzos compartidos en Los Platanitos (2008-2018).” Participant. Universidad Nacional Pedro Henríquez Ureña (UNPHU). Santo Domingo, Dominican Republic. March 15th-17th, 2018.
- “Transitory Ghosts: Haitian Migration to the barrio of La Zurza, Santo Domingo, Dominican Republic.” (Re)framing Caribbean Narratives of Development: Embodiment and Place. (Chair and Organizer). 42<sup>nd</sup> Caribbean Studies Association Conference: Culture and Knowledge Economies: The Future of Caribbean Development. Nassau, The Bahamas, June 5<sup>th</sup>-10<sup>th</sup>, 2017.
- “*Ni aquí, ni allá*: Liminality among Haitians and Dominicans of Haitian descent in the barrio of La Zurza, Santo Domingo, Dominican Republic.” North Central Council of Latin Americanists (NCCLA) Conference: Ties that Bind: Latin American Studies in a Global World. University of Wisconsin-La Crosse. La Crosse, WI. November 4<sup>th</sup>-5<sup>th</sup>, 2016.
- “(In)visible Labor: Commodification and Exclusion of Haitians and Dominicans of Haitian-descent in the (In)formal Economy of Santo Domingo, Dominican Republic.” Resistance and Resilience: Historical and Contemporary Responses Panel. (Chair and Organizer). 41<sup>st</sup> Caribbean Studies Association Conference: Caribbean Global Movements: People, Ideas, Culture, Arts and Economic Sustainability. Turgeau Port-au-Prince, Haïti, June 5<sup>th</sup>-11<sup>th</sup>, 2016.

“Infraestructuras Interconectadas: Personas, Organizaciones, Espacios.” Presentation to Santo Domingo city officials, NGOs, and residents of Los Platanitos, Santo Domingo Norte. Universidad Nacional Pedro Henríquez Ureña (UNPHU). Santo Domingo, Dominican Republic. March 16<sup>th</sup>, 2016.

“Trujillo, the Dominican Patriarch, New Masculinities.” Navigating Invisible Spaces: Predicaments, Projects and Promises for Actors on the Extremes of Marginalization Panel. 33<sup>rd</sup> Latin American Studies Association Conference: Precariedades, exclusiones, emergencias. San Juan, Puerto Rico. May 27<sup>th</sup>-30<sup>th</sup>, 2015.

“The Latino/a Student Experience at UW-La Crosse.” IV Annual La Crosse Area Latin American Latino/a Studies Collaborative Workshop. Viterbo University. La Crosse, WI. April 26<sup>th</sup>, 2014.

“Race, Masculinity, and the Transnational Subject in the Works of Junot Díaz.” Radical Caribbeans/Los Caribes radicales: Repositioning Caribbean Life. Tulane University. New Orleans, LA. October 2<sup>nd</sup>-5<sup>th</sup>, 2013.

“Race and the Transnational Subject in the Works of Junot Díaz,” & “A Notion of Home: Caribbean Literature and Dislocation.” (Chair and Organizer). National Conference of Undergraduate Research. University of Wisconsin-La Crosse. La Crosse, WI. April 13<sup>th</sup>, 2013.

“Drown in Junot Díaz’s Racial Discourse.” Altered States, Diverse Routes Interdisciplinary Conference in Latin American and Caribbean Studies. Emory University. Atlanta, GA. February 22<sup>nd</sup>-23<sup>rd</sup>, 2013.

“I am,” & co-facilitator of, “Privilege Walk.” Multicultural Student Leadership Retreat. University of Wisconsin-La Crosse Office of Multicultural Student Services. Houston, MN. October, 2011.

“Dealing with Leadership Burnout.” Student Leadership Retreat. University of Wisconsin-La Crosse Office of Multicultural Student Services. Caledonia, MN. April, 2012.

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## SERVICE AND LEADERSHIP EXPERIENCE

*EFN 250 Class* (Understanding Human Differences) (*Fall 2010—May 2014*) **Panelist.** Invited speaker to discuss issues regarding racism and citizenship to freshman seminars and the challenges arisen with being a person of color and the process of becoming a Naturalized U.S. Citizen.

*Vanguard Organization* (*June 2012—May 2013*)

**Campus Ambassador.** Promoted UWL programs to incoming prospective high school, undergraduate, and graduate students and assisted the Office of Admissions with various outreach recruitments events across the country.

*Awareness through Performance* (*January 2010—September 2010; January 2011; May 2013*)

**Group Leader.** Advocated for social justice, diversity, and climate issues on the UW-La Crosse campus and greater community. Theatrical performances are used as a vehicle to challenge various systems of oppression and privilege, inspire active social responsibility, invoke critical thinking, and ignite dialogue among the campus community.

*Latin American Student Organization (LASO)* (*September 2010—May 2014*)

**Vice President.** Organized and cultivated events focused on social/cultural programming occurring in Latin America, including speakers, documentaries, and community outreach.

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## RESEARCH EXPERIENCE

*The University of Texas at Austin*, Lozano Long Institute of Latin American Studies & Department of Community and Regional Planning. **Graduate Student.** Under the mentorship of Dr. Bjørn Sletto, and Dr. Jossianna Arroyo-



Martínez, developed master's thesis project through various readings and independent study courses to narrow my research, which took place in Santo Domingo, Dominican Republic.

*The University of Wisconsin-La Crosse*, Department of Political Science & Modern Languages

**Researcher.** Under the mentorship of Dr. Ray Block, Jr., researched and wrote a research grant proposal to travel to the Dominican Republic analyzing the construction of national identity among Dominicans and Haitians and how Dominicans articulate and understand their identity, measuring attitudes toward Haitians and implications of racial ideology.

*The University of Wisconsin-La Crosse*, Dr. Ronald E. McNair Scholar's Program

**Program Scholar.** Under the mentorship of Dr. Omar Granados, focused on the intersections between race, masculinity, and transnationalism in Caribbean literature. Researched and wrote several papers on the works of Junot Díaz, which were presented at various professional conferences.

## UNIVERSITY & COMMUNITY SERVICE

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### UW-La Crosse

Committee Member, McNair Scholars Program Coordinator Search Panel, 2023  
 UWL Education Abroad Advisor Search Panel, Feb-March, 2019  
 Pre-College Coordinator Search Panel, March-April, 2019  
 Multicultural Student Case Manager (Non-clinical) Search Panel, April-May, 2019  
 McNair Scholars Advisory Board, 2019-present  
 Hekima Scholars Advisory Board, 2019-present  
 Advanced Opportunity Program Grant, 2020-present  
 Chair, Retention Specialist Search Panel, 2021

### La Crosse

Member, Wisconsin Coalition to Support Undocumented Students, 2019-present  
 Coulee Region Immigration Task Force, La Crosse, WI, June 2019-Sept. 2023  
 Economic Vitality Committee, Downtown Mainstreet, Inc., 2020-Sept. 2023  
 Coulee Region Authentic Learning Council, 2020-Sept. 2023  
 La Crosse County Economic Development Fund Board, 2021-Sept. 2023  
 La Crosse County Comprehensive Plan Advisory Committee, 2021-2022

## PROFESSIONAL AFFILIATIONS

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American Association of Hispanics in Higher Education, 2023  
 Latin American Studies Association, 2014  
 American Planning Association, 2014  
 Caribbean Studies Association, 2016

## LANGUAGES

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Spanish and English: native fluency speaking, reading, and writing knowledge (native of Honduras)  
 Haitian Creole: basic speaking and writing

**ACADEMIC & PROFESSIONAL REFERENCES**

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***Antoiniana Williams, M.S.Ed.***

Former Director of AAO and Youth Safety  
The University of Wisconsin-La Crosse  
608-738-1258  
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***Richard Sims, M.S.Ed.***

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***Víctor M. Macías-González, Ph.D.***

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***Celeste Guzmán-Mendoza, Ph.D.***

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*Updated: 09/25/2023*