

Areas of Expertise

Learning experience design	Strategy development and execution	Cross-cultural communication
Learning analytics and measurement	Leadership development	Cross-functional collaboration
Diversity, equity, and inclusion (DEI)	Human-centered design	Resource management
Section 508 and WCAG compliance	Learning delivery and facilitation	Project management

Relevant Professional Experience

Diversity, Inclusion & Belonging Learning Consultant Mar. 2021 - Present
Capital One McLean, Virginia

- Led design and development of Diversity Recruiting Certification Program to upskill 600+ talent acquisition staff to increase diversity in all stages of the recruiting pipeline
- Designed and delivered 8-month cohort program for high-potential Black and Latinx directors to foster community, encourage retention, and develop VP-level skill sets to fulfill on corporate racial equity initiative
- Designed cohort-based experiential learning experience for executives to build empathy, establish commitment to racial equity, and guide leaders on embedding equity into current business decisions
- Consulted on, designed, and developed DEI-focused new hire onboarding experiences
- Led and managed several project-based design teams of 2-5 learning experience designers of varying skill level
- Sourced, vetted, and onboarded new vendors to increase diverse vendor spend by 900% across all projects
- Created Inclusive Learning Guide to revolutionize inclusive design practices across L&D department
- Served as departmental subject matter expert on learning accessibility and 508/WCAG compliance
- Served as DEI subject matter expert and learning consultant for all enterprise-wide leadership development
- Mentored 5 junior instructional designers to upskill in technical and professional skills

Senior Instructional Designer Feb. 2020 - Mar. 2021
Society for Human Resource Management (SHRM) Alexandria, Virginia

- Designed and developed instruction-led trainings for both virtual and in-person delivery
- Designed and developed interactive eLearnings and all course collateral, including multimedia components
- Served on taskforce to design and launch SHRM's public racial equity resource hub, Together Forward @ Work
- Served on cross-organizational taskforce with DEI industry veterans to develop free public webinars
- Served as DEI and 508/WCAG compliance subject matter expert

Senior Instructional Designer Feb. 2018 - Feb. 2020
Cook Ross Silver Spring, Maryland

- Consulted with Fortune 500 companies to design and develop custom learning experiences to achieve their organizational DEI knowledge and behavior goals
- Designed and facilitated human-centered design sessions with diverse client groups
- Created Train-the-Trainer guides and courseware to upskill external facilitation teams on DEI principles
- Served as WCAG/Section 508 compliance and disability justice expert for all client accounts
- Vetted and managed vendors to deliver on animation, voiceover, subtitles, augmented reality

Instructional Designer (Contract)

Red Hat

Nov. 2015 - Feb. 2018
Raleigh, North Carolina

- Co-designed and executed global organization's first DEI learning strategy
- Conducted enterprise-wide needs analysis, job shadowing, and focus groups on DEI learning needs
- Designed and developed instruction-led trainings and eLearnings
- Launched intranet portal for self-service content creation and consulted with business on training needs
- Served as LMS administration (Totara/Moodle)

Archival Assistant

Duke University

Jan. 2011 - Jan. 2013
Durham, North Carolina

- Processed raw inventory collected from African American scholars, writers, and businesses
- Created and coded finding aids for research relevance and searchability
- Managed resource inventory and budgets for special order archival supplies
- Oversaw student workers assigned to assist in archival preservation efforts

Education

Bachelor of Arts, African and African American Studies

Duke University

Durham, North Carolina

Professional Awards

Brandon Hall Group HCM Excellence Award in Diversity, Equity and Inclusion

Silver Level, 2023

Technical Skills

Articulate Storyline 360	Adobe Photoshop	LMS Administration (Totara, Docebo)
Articulate Rise 360	Adobe Illustrator	ADDIE, SAM, and Bloom's Taxonomy
Adobe Captivate	Adobe Connect	Kirkpatrick's Four Levels of Evaluation
Camtasia	Zoom Webinars	Bersin Impact Measurement
H5P	Cisco WebEx	Data visualization
Adobe Premiere Pro	Graphic design	Facilitation