

Tammy L. Hodo, Ph.D.
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FORMAL EDUCATION:

Doctor of Philosophy, Urban Studies 2009, University of Wisconsin-Milwaukee, Milwaukee, WI, Dissertation Title: “*A Critical Analysis of an Urban Research University: Climate, Culture and Minority Faculty.*”

Master of Public Administration, 1998, Columbus State University, Columbus, GA

Bachelor of Science, Criminal Justice, 1997, Albany State University, Albany, GA

SUMMARY OF SKILLS

Subject matter expert on Diversity, Equity, and Inclusion (DEI). University trained educator, facilitator, and researcher. Nationally known within the field of DEI. Course content creator, presenter, teacher, scholar—all under the umbrella of DEI.

PROFESSIONAL ASSOCIATIONS:

- Rotary Club JAX Downtown
- Jacksonville Chamber of Commerce
- Women’s Business Owners of North Florida
- Women Vets Speak
- Association of Black Sociologist
- Delta Sigma Theta Sorority

DIVERSITY FORUMS ORGANIZED AND PARTICIPATED IN:

- “Culturally competency and Conflict Management.” Veterans Administration, Dublin, GA, Aug-present.
- “Creating a Strategic Diversity Plan” and “Institutional Racism,” Florida Non-Profit Alliance. Oct 2020.
- Three-part series with the Global American Red Cross Team surrounding issues of Diversity, Equity, and Inclusion, Aug-Oct 2020.
- Diversity, Equity, and Inclusion Training, Douglas Anderson School of the Arts. August 2020.
- “Difficult Dialogue,” Step up for Students, June 2020-present.
- “Implicit Bias and Microaggression training,” NeoGenomics, June 16, 2020.
- 3-Part webinar Diversity, Equity, and Inclusion Series. “Implicit Bias and Microaggressions,” “Institutional Racism,” and “The State of Black America: The

Emotional Toll of Racism.” The Northeast Region of The American Red Cross, June-August 2020.

- “Addressing Implicit Bias: Working with Diverse Teams,” Nonprofit Center of Northeast Florida, April 14, 2020.
- “The need for Diversity within the Legal Profession,” Florida Coastal School of Law, February 27, 2020.
- “The History of the Pullman Porters.” CSX Corporation, February 27, 2020.
- “Perseverance and Resiliency When dealing with Oppression.” River City Academy, February 21, 2020.
- “Understanding Ourselves and Other.” Leadership Jacksonville, February 6, 2020.
- “The Bias inside Us.” University of North Florida, January 21, 2020.
- Selected for TEDx Jacksonville, Theme POP, Title: The Social Implications of Race. October 19, 2019, Florida Theater.
- Panel member: *Addressing Bullying and Harassment in the Workplace*, October 17, 2019. Hosted by the Jacksonville, Human Rights Commission (HRC).
- Featured Speaker: “Implicit Bias and its impact on the Workplace.” Conference of Minority Transportation Officials (COMTO), August 2019
- Featured Speaker, Topic: *Title IX and the MeToo Movement: The continued need to address sexual assault, harassment, and sexual violence in our Society*. Association of Title IX Administrators (ATIXA), East Coast Conference, Philadelphia, October 2, 2019.
- Panel Member, Topic: *Diversity in Higher Education*, 15th Annual Diversity and Leadership Council, April 2019
- Speaker, Hebrew Union College, Board of Governors. *Microaggressions and Implicit Biases: The Damages they impose on the Climate and Culture of Organizations*. February 2019
- Closing Keynote Speaker, the National Behavioral Intervention Team Association (NaBITA), Nov 2018. Speech entitled: *Does Implicit Bias Influence your Behavior Intervention Team? A Conversation about Microaggressions and the Effects of Implicit Biases on Marginalized Groups in Academia*.
- Content author *Implicit Bias and Microaggressions Awareness* course for Vector Solutions (SafeColleges) available as of November 2018.
- *Measuring the Impact of Diversity and Inclusion in the Workforce*, National Diversity Council, Jacksonville Chapter July 2018.
- *Intimate Partner Violence and Teenagers*. OFFICE OF THE ATTORNEY GENERAL FL. Division of Victim Services and Criminal Justice Programs June 2018.
- Moderator for *Implicit Bias and Sentencing Disparities* Forum hosted by Edward Waters College, March 2018.
- Moderator for *Unity Day* hosted by the D.W. Perkins Bar, Jan 2018
- Facilitator of Emotional Intelligence (EQ)
- Trained faculty and staff about Microaggression and Implicit Biases
- Collaborated with the Faculty Multicultural Committee to present a forum entitled: *Diversity in Practice*, which consisted of Coastal Alumni and Professors who discussed the importance of cultural sensitivity when interacting with clients, colleagues, and community members.

WORK EXPERIENCE

January 2019-present, President, All Things Diverse LLC, Jacksonville, FL. Offer consulting services addressing issues of diversity and inclusivity in the workplace to businesses, academic institutions, and government entities. Facilitator of Emotional Intelligence (EQ), training on Microaggression and Implicit Biases. Assist with Strategic Diversity Planning, Title IX investigations, Title VII investigation, Diversity and Inclusion training and workplace discrimination and sexual harassment prevention. Develop and present unique and engaging content to meet organizations diversity needs such as eliminating bias in the hiring and recruiting process. Serve as keynote speaker on diversity and inclusivity workplace dynamics surrounding race, religion, ethnicity, sex, and gender identity.

Aug 2018-Aug 2020 Visiting, Assistant Professor Sociology, University of North Florida, Jacksonville, FL. Taught Introduction to Sociology, Racial and Ethnic Minorities, Urban Sociology and Sociological Theory to a host of students with a variety of majors. Designed, developed, and evaluated course content in accordance with pedagogical ideology.

Oct 2015-July 2018, Director of Diversity, Equity and Inclusion, Florida Coastal School of Law, Jacksonville, FL

Responsible for policy development and overall institutional compliance for students, faculty, and staff related to discrimination (Title VI and Title IX) and harassment, including violations of the non-discrimination policy and the sexual misconduct policy. Responsible for investigation and resolution of complaints related to discrimination, harassment, and sexual misconduct, including informal resolutions/mediation where appropriate and assigning investigators. Responsible for managing the appeal process for discrimination, harassment, and sexual misconduct complaints. Completed the annual Affirmative Action Plan in coordination with Human Resources and Academic Affairs. Stayed abreast of and provided guidance to the appropriate departments or faculty committees about all aspects of diversity and inclusion issues in higher education, including faculty recruitment and retention, access and equity, assessment of the education impact of diversity, and measuring the campus climate.

Aug 2013-2018, Virginia Commonwealth University, Richmond, VA

Taught both undergraduate and graduate Urban Sociology, Criminology, African American Families in Social Context. Also teach Introduction to Sociology to undergraduate students who are majoring in a variety of fields. Design, develop and evaluate course content in accordance with pedagogical ideology. Utilize WordPress to develop two online courses per semester since relocating to Jacksonville, FL.

United States Navy, Honorable discharge, 30% disabled veteran

HONORS AND AWARDS:

- Selected to participate in “Small Great Conversations about Racism.” TEDx Jacksonville, Sept 2020

- Selected for TEDx Jacksonville, October 2019
- Graduate of the Federal Bureau of Investigations Citizens Academy (2019)
- Vice President, Rebuilding Ex-Offenders Successfully Through Opportunities, Rehabilitation, and Education, Jan 2018-present.
- Secretary, Jacksonville Urban League, Foundation Board, 2018-present
- ATIXA Member and certified level 5 Title IX Coordinator/Investigator
- ATIXA Level 2 Civil Rights Investigator

PAPERS PRESENTED:

- Speaker at the 32nd Annual Conference on Crime in the Black Community, Orlando, FL. Speech entitled “The Crisis within our Community: The State of the Black Family.” Hosted by: OFFICE OF THE ATTORNEY GENERAL FL. Division of Victim Services and Criminal Justice Programs.
- Presented at the Yearly Coastal Law Review Symposium entitled: “Minorities in Higher Education.”
- “Abused Men” panel segment Huffington Post via web chat July 31, 2013
- "A Critical Analysis of an Urban Research University: Climate, Culture, and Minority Faculty." Chapter of dissertation presented at the 14th Annual Urban Studies Student Forum, UW-Milwaukee, April 4, 2009.
- The Relevance of Diversity in Clinical Education” a presentation at the Sixth Annual Clinical Conference at Charlotte School of Law, October 2016.
- “Building a Sense of Community in a Dynamic Urban Environment: Utilizing Support Networks to Develop the Whole Child.” Virginia Union University forum on The Urban Environment and its impact on Children.
- “Challenges Facing Today’s Youth.” Youth and College Division Educational Forum of the National Association for the Advancement of Colored People (NAACP), Chesapeake, VA.
- Taught/Teach Diversity Continue Education Legal (CLE) courses to local attorneys in coordination with the Jacksonville Bar Association (JBA). Cover topics such as Micro-aggressions and Implicit Bias.

ARTICLE PUBLISHED:

- “Black Scholars’ Speak about Diversity or the Lack Thereof in Academia.” *Florida Coastal Law Review*, Vol. 18 (No. 3), Summer 2017. pp. 367-391.
- “Voices from Within: The Academic Experiences of Minority Scholars at a Midwest Research University.” *University of Wisconsin-Milwaukee, e.polis*, 2009, 3; pp. 25-59.

BOOKS PUBLISHED:

- Cook, Philip W, with Hodo, Tammy L. “When Women Stalk, Sexually Abuse Men: The Hidden Side of Rape, Stalking, Harassment and Sexual Assault.” Praeger Publishers, June 2013.

BOOK CHAPTERS:

- Hodo, Tammy L. & Belgrave, Faye (2021). “The Urban Experiences of African American Families.” In *African American Families: Research, Theory, and Practice* (pp 320-350), Belgrave, Faye, Goings, Trenette C. & Jones, Heather. Cognella Academic Publishing, CA.
- Belgrave, Faye & Hodo, Tammy L. (2021). “Theoretical and Methodological Issues of Studying the African American Family.” In *African American Families: Research, Theory, and Practice* (pp 180-210), Belgrave, Faye, Goings, Trenette C. & Jones, Heather. Cognella Academic Publishing, CA.

TEACHING EXPERIENCE:

- Sociological Theory (SYA4010)
- Racial and Ethnic Minorities (SYD3700)
- Urban Sociology (SOCY 327) (SOCY625)
- Emotional Intelligence (EQ)
- Guest Lecturer, Race, and the Law
- African American Families in Social Context (SOCY305)
- Contemporary American Society (SOC)197