

**Neijma Celestine-Donnor, MSW, LCSW-C**  
(She/Her/Hers)

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**HIGHER EDUCATION EXPERIENCE**

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**Assistant Dean for Diversity, Equity, and Inclusion, 8/1/2020-Present**  
**Director, Office of Diversity, Equity, and Inclusion, 8/1/2020-Present**  
**University of Maryland Baltimore**  
**School of Social Work**

**Strategic Leadership**

- Assumes a leadership role for building and fostering diversity, equity, inclusion, social justice, anti-racism, anti-discrimination, restoration, reconciliation, and accessibility at the UMSSW as defined by UMSSW's community of students, faculty, staff, alumni, and community partners.
- Provides leadership for and coordinate the development of a strategic diversity, equity and inclusion plan including various objectives and activities already underway at the UMSSW.
- Guides practices and create opportunities to define, assess, and promote inclusive excellence, access, and cultural proficiency.
- Facilitates participatory strategic planning and create mechanisms for transparency in implementation.

**Training and Instruction**

- Participates as an instructor in MSW diversity courses (not anticipated to be more than 20% time) and potentially provide course coordination.
- Supports faculty and staff development programs focused on social justice, anti-racism, anti-discrimination, racial healing, and culturally humble conduct.
- Works with colleagues in Human Resources, Student Affairs and across campus to ensure diversity and inclusion education is embedded in all training programs for SSW student and employees.

**Assessment**

- Leverages the gathering of key metrics to track progress toward diversity milestones and a climate of greater inclusion.
- Develops measures for accountability.
- Engages key stakeholders such as alumni, students, and community members in addition to faculty and staff when providing feedback related to changes and action items.

**Dispute Resolution**

- Advises and collaborate with faculty and staff regarding student issues and concerns.
- Actively demonstrates strong communication skills that preserve confidentiality and foster open and inclusive communication among all UMSSW stakeholder groups and varying levels of these groups.
- Serves as advisor and resource for faculty, staff and students through facilitation, education, and coaching.

**Director, Office of Diversity, Equity, and Inclusion, 3/2018-8/1/2020**  
**Bias Incident Support Services**  
**University of Maryland, College Park, MD**

- Provided strategic vision and operational planning for the Bias Incident Support Services unit. Developed strategies for long-range effective resource management by anticipating needs, identifying gaps, and addressing critical issues. Collaborated with other directors within the division of diversity and inclusion to engage in participatory strategic planning.
- Provided input to assessment experts in creating online tool to make strategic plan accessible as well as track implementation.
- Worked with campus leadership to effectively promote organizational change by identifying and then helping to improve systems and practices that do not embody diverse, equitable, inclusive, trauma informed and restorative principles.

**Social Work Faculty Clinical Instructor 3/2016-Present**  
**University of Maryland, School of Social Work-Baltimore, MD**

- Taught classes on trauma informed organizations, providing trauma informed care and trauma-focused cognitive therapy.
- Developed and managed syllabus materials that aligned with the state and national requirements.
- Provided academic and course advising to students.
- Selected and compiled assignments and exercises that integrated issues of culture, diversity, oppression, bias and inclusion.
- Selected and compiled assignments and exercises that permitted measurement of performance relative to standardized learning objectives.
- Facilitated class instruction through a variety of teaching methods in accordance with learning objectives and core competencies.
- Evaluated student performance using a standardized course rubric.
- Met with students during office hours to discuss their progress in class, to provide insight regarding their academic and professional goals as well as to discuss ways in which their cultural background may shape their learning.

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**EDUCATION**

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Doctor of Jurisprudence (Expected 2022)  
**University of Baltimore, Baltimore, MD**

Master of Social Work (05/2009)  
**University of Maryland, Baltimore, MD**

B.A. Communication and Culture-Summa Cum Laude (05/2007)  
**Howard University, Washington D.C**

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**CERTIFICATIONS and MEMBERSHIPS**

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Licensed Certified Social Worker- Clinical (**LCSW-C**)  
 Management and Strategy Institute-**Project Management Certified (PMC)**  
 Management and Strategy Institute-**Diversity Management Certified (DMC)**  
 American Society for Training and Development- **Certification in Design Learning**

Family Casey Programs Foundation- **Certification in Team Decision Making Facilitation**

The Training Clinic-**Certification in Facilitation Skills for Trainers**

Maryland Human Trafficking Task Force-**Victim Services Committee Certified Trainer**

Roper Victim Assistance Academy of Maryland- **Maryland Victims Assistance Certified**

International Institute for Restorative Practices, **Restorative Practice Facilitator**

**Member**, National Association of Diversity Officers in Higher Education

**Member**, National Council for Disability Justice and Persons with Disabilities, Council on Social Work Education

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## **PROFESSIONAL PRESENTATIONS**

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Celestine-Donnor, N.S. Facilitating Conversations about Race in Group Work. Social Work Group Conference, Virtual, July 2021

Celestine-Donnor, N.S. Balancing Free Speech and Inclusion. PEN America Symposium, Virtual, August 2021

Celestine-Donnor, N.S. Creating Culturally Competent Trainings. Annual National Association for Training and Development Conference, Louisville, KY. October 2014

Celestine-Donnor, N.S. Increasing Cultural Competence in Foster Care Placements. Annual Maryland Resource Parents Conference, Wye Mills, MD, March 2014.