

Education

Boston University	Doctoral Student, Political Science	2020 – present
Brown University	Bachelor of Arts, African American Studies	1996 -2000

Academic Awards, Research Grants, and Fellowships

Boston University: *Graduate School of Arts and Sciences: Social Science Graduate Student Summer Internship Award* for placement at the *Center for Antiracist Research* (2021); *Initiative on Cities: Early Stage Urban Research Award* as co-Principal Investigator for research on mayors, policing, and protests (2021)

Brown University: *English Department Preston Gurney Writing Prize* for top essay by a senior class member (2000); *Hanoian Memorial Award* for students dedicated to improving the lives of working people (1999).

Additional Education and Professional Training

University of Michigan: *Inter-university Consortium for Political & Social Research (ICPSR) 2021 Summer Methods Institute*, classes in Data Visualization and Measurement, Scaling, and Dimensional Analysis

University of Massachusetts-Amherst: *Institute for Social Science Research (ISSR) 2021 Summer Workshop* in Network Analysis

Dēmos: Race-Class Narrative Training (2018)

Service Employees International Union (SEIU): Coordinator (2018), IGNITE Leadership (2015), New Media / Digital Organizing (2012), and WAVE New Organizing (2004) trainings

RI Institute for Labor Studies & Research: Leadership for a Future (2003)

People’s Institute for Survival and Beyond: Undoing Racism (2002)

Center for Third World Organizing: Community Action Training (2001)

School for International Training: Semester abroad in Mali (1998) and Nicaragua (1999)

Teaching Experience

Boston University	Teaching Fellow / Discussion Section Leader / Grader	2021 – present
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Courses (Professors): PO 313 (Einstein and Glick) – The Politics of the Wire, Spring 2022
Guest Lecture: “Unions, Race, and American Political Development”

PO 111 (Mattioli) – Introduction to American Politics, Fall 2021

Academic Works-In-Progress

“Beyond ‘Waging’ the Struggle: Alt-Labor Organizing and the Assertion of Human Dignity.” Solo-authored second year paper for requirements of the PhD program.

“Policing the Possible: A Qualitative Analysis of Mayors’ Views of Police Violence and the 2020 Black Lives Matter Protests.” Co-authored with Spencer Piston, Erin Tatz, and Nicholas Henninger.

“Racialized Organizations of the Carceral State: Evidence from Recent Ethnographies of Police, Courts, and Prisons.” Co-authored with Heather Schoenfeld and Marielis Rosa.

Select Op-Eds and Essays

“The government is failing healthcare workers. Unions aren’t.” *Strikewave.org*, 2/3/21.

“Soul searching will not stop the police murders of Black people” *Truthout.org*, 6/22/20.

“Poverty wages in nursing homes have accelerated the coronavirus outbreak” *The Boston Globe*, 4/25/20.

“Frederick Douglass and the transformational power of courage in a fearsome world” *American Philosophical Association’s Black Issues in Philosophy Blog*, 2/18/20.

“They called us ‘flat-earthers.’ But we were right.” *The Boston Globe*, 11/20/19.

Languages and Skills

Fully fluent in Spanish. Intermediate fluency in French.

R / R Studio statistical programming.

Work Experience

Self-Employed, Dorchester, MA	Researcher/Writer	2019-2020
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Research, data analysis, and writing for union campaigns on child care affordability, child care worker wages, staffing levels at Medicaid-funded skilled nursing facilities, and collective bargaining. Grant-writing and project assistance for worker-centered and worker-driven non-profit training fund.

SEIU District 1199NE, Providence, RI	Elected Organizer	2004 - 2019
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Union Organizing: Led successful new organizing campaigns of more than 1,200 caregiving workers in Rhode Island; assisted in organizing drives of tens of thousands of workers in other states; negotiated collective bargaining agreements, conducted grievance and arbitrations, and directed field, media, and community outreach campaigns; led successful direct actions, marches, picket lines and strikes.

Communications & Public Affairs: Coordinated member communications including writing, translation, and design of traditional and new media materials; piloted digital organizing on social media, email and text messaging platforms; wrote and edited white papers, press releases, op-eds, and other public communications; trained member activists on messaging and storytelling for public events.

Electoral Campaigns: Recruited and coached member candidates to successfully run for public office including the first Dominican American woman elected to a state legislature in the United States, Grace Diaz; coordinated independent expenditure campaigns in multiple election cycles, supervising both targeted direct mail and door-to-door canvas operations.

Legislative Campaigns: Coordinated successful grassroots campaigns for RI state laws to ban mandatory overtime for hospital workers (2007); establish the right to organize for home-based child care providers (2013); and establish the right to organize for independent home health care workers (2018); participated in statewide coalitions that won paid family leave (2013) and earned sick time (2017) for hundreds of thousands of workers in Rhode Island.

Capacity-Building and Grant-Writing: Established a labor-management collaborative training fund with the RI Department of Human Services to support the educational goals of home-based child care providers; secured funding from the RI Department of Labor & Training to create a substitute pool to support child care providers' professional development and use of earned sick time benefits.

Training and Organizational Leadership: Supervised and coached staff to build member participation and power; coordinated organizing blitzes in RI and CT, training staff and members on conversation and digital organizing tools; worked with peers to create and deliver leadership development trainings to hundreds of union delegates using popular education methods; helped officers set organizational goals and priorities, develop strategic plans, build coalitions, and allocate resources effectively.

Day Care Justice Co-Op, Providence RI Organizer 2001 – 2003

Coordinated membership meetings, direct actions, trainings, and professional development in a non-profit of home-based child care providers. Responsible for numerous successful grant proposals to local, state, and regional foundations to support the Co-Op's organizing and programming.

Rhode Island Jobs with Justice Internships 1999 – 2000
Direct Action for Rights & Equality

Boards, Associations, and Volunteer Activity

BU Political Science Graduate Students Speaker Series, Co-organizer (2020 – present)
Caribbean Philosophical Association, Member (2020 – present)
Providence Student Union, Board of Directors Member (2017 to 2019)
State of Rhode Island's Permanent Legislative Commission on Child Care, Member (2001 - 2013)
Haymarket Peoples' Fund, RI Funding Panel Member (2001-2003)
Brown Student-Labor Alliance, Member (1996-2000)

Professional Recognition

Citations from the *RI Governor*, *RI General Assembly*, and the *Providence City Council* (2019)
Paul E. Moura Leadership Award - *RI Institute for Labor Studies & Research* (2006)
Sister Carol McGovern Voice for the Voiceless Award, *RI Fund for Community Progress* (2003)