

Jessica J. Williams, PhD

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#Real #Diverse #Leadership

I have a vision for helping to create empowered communities where all people feel free to bring their whole selves to the space and not just the parts of that others have deemed appropriate. My experience shows a commitment to empowering diverse populations through authenticity, compassion and mutuality. Additionally, my research and subsequent coaching practice further demonstrates my passion for exploring intersectional issues for the purpose of community building and increasing leadership capacity

Group Relations • Feminist Theory
• Curriculum Design • Identity
Development

CORE COMPETENCIES

- Inclusion Diversity Equity and Accessibility
- Leadership Development
- Graduate and Professional Populations
- Course Instruction, and Curriculum Deveopment
- Outreach and Recuitment
- Admissions and Enrollment
- Data Analysis and Data Visualization
- Instructional Design and Hybrid Learning
- Assessment and Data-Based Strategic Planning
- Counseling and Therapuetic Practice

RELATED EXPERIENCE

GOLDEN PEACHES, LLC

CEO AND DISCOMFORT DOULA

SAN DIEGO, CA

April 2021- Present

Visionary and primary coach and *Discomfort Doula* for Golden Peaches— an empowerment centered wellness resource created to provide coaching interventions for individuals and organizations working to become more authentic and aligned through identity work, comprehensive wellness, and creative expression.

- Create, design and facilitate trainings on topics of identity, empowerment, equity and inclusion—clients including North County Lifeline, Grossmont College, Dallas College System, CSU San Marcos.
- Keynote speaker on topics of equity, inclusion, authenticity and community healing— clients including San Diego Country of Education, and Women of Renewable Industries and Sustainable Energy (WRISE).
- Contributing essayist in the *New York Times* best-selling anthology, *You Are Your Best Thing: Vulnerability, Shame and the Black Experience*.
- Developed month-long curriculum and programming to kick off *Black@SonyPlayStation* employees resource group
- Cultivated intentionally healing communities of compassion using dialogue around difficult topics such as racism, Black identity, queer identity, mental health and holistic well-being , recordings available via www.jessicajameese.com.

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SAN DIEGO STATE UNIVERSITY RESEARCH FOUNDATION
COURSE INSTRUCTOR

SAN DIEGO, CA
June 2021-July 2023

Upward Bound instructor for rising 10th grade students for “Power of Me” project based learning memory book creation course.

EASTERN WASHINGTON UNIVERSITY
ADJUNCT FACULTY

SPOKANE, WA
February 2023-

Present

Faculty professor providing remote course instruction for students in the Masters of Organizational Leadership program, including supervising (1) academic coach who supports course instruction.

UNIVERSITY OF CALIFORNIA SAN DIEGO
INTERIM DIRECTOR OF STUDENT AFFAIRS
GRADUATE ADVISOR

LA JOLLA, CA
May 2021-Sept 2021
2020-21

Primary administrator servicing the graduate student needs for the department of economics.

- Proven ability communicating in sensitive situations specifically, responding to the critical needs of students including housing, advising, enrollment, community resource support and crisis management.
- Researched, evaluated data and found solutions for student needs, systemic gaps and program efficacy; and effectively communicating resources to students promoting a culture of care, support and empathy.
- Leading advising units in collecting and analyzing diversity and demographic data in order to help department leadership make informed decisions about the department’s programs and student support policies and practices.

AGNES SCOTT COLLEGE—Decatur, GA

Assistant Director, Center for Digital and Visual Literacy, August 2017-July 2018

- ◆ Provides technical support to approximately 900 students, and 80 faculty and staff members working on their SUMMIT digital portfolios, crafting digital identity and maintaining web-presence;
- ◆ Supervises and trains Student Tutors—responsible for hiring, evaluation, mentoring, skills capacity training and day-to-day management;
- ◆ Trains and supports student tutor digital application literacy on tools such as: PhotoShop, Illustrator, iMovie, Garage Band, Podcasting, Wordpress, Cascade and Audacity.
- ◆ Develops digital curriculum components for hybrid general education Senior capstone course.

CALIFORNIA STATE UNIVERSITY, SAN MARCOS—San Marcos, CA

Lecturer, August 2016-February 2017

- ◆ Sole course instructor for WMST 351: Black Feminist Thought, Consciousness and Activism with overall teaching evaluation of 4.7/5.0;
- ◆ Selected faculty speaker for Tukwut Talks, a forum aimed at strengthening relationships between students and faculty of under-represented populations.

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UNIVERSITY OF CALIFORNIA, SAN DIEGO—La Jolla, CA

Graduate Coordinator, February 2016-January 2017

- ◆ Maintained website, social media (Instagram, SnapChat, Facebook) designing print and digital marketing materials for Department of Sociology Graduate and Undergraduate programs
- ◆ Co-Chaired diversity and inclusion departmental committee making recommendations for increasing diversity in enrollment, retaining diverse students and creating programs with aims to recruit more diverse candidates from HBCUs and HSIs.
- ◆ Coordinated logistics of program admissions of nearly 200 graduate applicants, communicating program requirements, petitions, academic progress, research opportunities, student records, and academic student employment between students, faculty, and UC San Diego's Graduate Division;

UNIVERSITY OF SAN DIEGO—San Diego, CA

Department of Counseling and MFT Doctoral Graduate Assistant: Program and Outreach Coordinator, May 2014-November 2015

- ◆ Managed website, social media (Twitter, LinkedIn, Facebook, Constant Contact) and all digital communications between prospective, current or former students and department;
- ◆ Established digital network: organized continuing education opportunities like the inaugural [Serving Those Who Serve](#) conference for mental health care professionals who serve military populations in San Diego, edited bi-annual newsletter to faculty, students, alumni and community partners.
- ◆ Increased current student engagement by planning faculty/student events, coordinating student peer relationships, and quarterly departmental social programming;
- ◆ Advised approximately 150 prospective applicants across (3) academic programs on course registration, student involvement, extra- and co-curricular activities, volunteer opportunities and professional development;
- ◆ Assessed data for exit exams, peer-institution curriculum design, alumni engagement and student satisfaction via Qualtrics;

SOLES Admissions and Outreach Doctoral Graduate Assistant: Social Media and Outreach Coordinator, July 2012-July 2014

- ◆ Developed and oversaw the SOLES Ambassadors—a program aimed at connecting prospective students with over forty diverse current students and alumni to provide the student experience to prospective applicants; Ambassador program helped to ↓ decrease melt by nearly 20% in some programs and ↑ improved overall admissions experience from 4.2 to 4.67 on scale of 0-5.
- ◆ Organized and maintained Social Media (Twitter, LinkedIn, Instagram, Facebook, Constant Contact, Cascade) and maintain webspace for the department including participating in school-wide web redesign; created, edited, and contributed to the student-content driven [SOLES Admissions and Outreach Blog](#);
- ◆ Facilitated and created nearly 25 online information sessions for over 15 academic programs using Adobe Connect, moderated student panels for bi-annual Admissions Open Houses and each academic program information session;
- ◆ Moderated student panels for bi-annual Admissions Open Houses and each academic program information session;
- ◆ Created, edited, and contributed to the student-content driven [SOLES Admissions and Outreach Blog](#).

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Center for Inclusion and Diversity, Doctoral Research Assistant

August 2011- May 2012

- ◆ Collaborated with our Black Student Recruitment and Recognition Committee analyzing data on approximately 430 student midterm deficiencies, first-year advising and retention efforts for incoming and current Black students;
- ◆ Program evaluator for LEAD 295 a course for incoming Black students offered as part of institutional strategic plan to increase retention of Black Students.
- ◆ Researched diversity and inclusion efforts at peer institutions to help shape university policy and practices around diversity efforts, specifically faculty and student recruitment and retention. Much of our research helped to develop the Inclusion and Diversity Faculty Recruitment Toolkit outlining the university hiring policies on diversity;
- ◆ Planned organized and promoted highly successful and well-attended events and initiatives that help to enrich the cultural experience of faculty, staff and students including our sponsorship of the MLK Parade, All People's Breakfast, Invisible People Project on San Diego Homeless Communities, and the San Diego Asian Film Festival.

Black Graduate Student Association, Founding President AY 2011-2014

- ◆ Founding president of the BGSA officially establishing the organization with the university drafting by-laws, filling leadership positions;
- ◆ Established the Black Alumni Mixer and Brunch, a networking event for Black alumni, faculty staff administration and current students;
- ◆ Fundraised BGSA budget collecting ~\$15K in donations for programmatic funding;
- ◆ Cultivated Black Alumni Network with USD Alumni Relations establishing network of over 700 Black Alumni, a \$50K endowed scholarship fund and the eventual inception of the Black Alumni affinity group;
- ◆ Coordinated and hosted the Sweet and Soulful Thanksgiving Food Drive Luncheon for over 250 university community members raising nearly \$4K in food donations for Catholic Charities;

UNIVERSITY OF WEST GEORGIA—Carrollton, GA

Student Development and Wellness Center (SDWC), LPCC Counseling Intern

- ◆ Administered personal, academic, and career counseling for university students carrying a case-load of 18-25 clients per semester;
- ◆ Lead various workshops for campus groups such as housing and residential life to increase mental health awareness and promote SDWC services on campus;
- ◆ Researched, developed, proposed and facilitated a highly successful self-empowerment and identity development program for (10) black women as identified by critical incidence team, counseling and health services.

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Garrett L. Smith and JED Foundation Suicide Prevention Grant for Substance Abuse and Mental Health Services Administration (SAMHSA), Coordinator of Curriculum and Training

- ◆ 3-year, 300K grant awardee, served as coordinator of curriculum and training and responsible for training curriculum design, implementation and evaluation.
- ◆ Assessed and synthesized results of training evaluations making suggested changes to curriculum as necessary to continually improve the efficacy of our trainings;
- ◆ Produced assessment report data for our grant board's review, which including program evaluation and media and marketing efficiency.
- ◆ Incepted and lead the Prevention Team—undergraduate and graduate student volunteers

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EDUCATION

UNIVERSITY OF SAN DIEGO– San Diego, CA^[SEP] Doctor of Philosophy in Leadership Studies, May 2016
Dissertation: **Exploring the intersection of Fat+Wom*n+Leadership: An Action Research Study**

Chair: Cheryl Getz, Ed.D.

ABSTRACT: For women that identify as fat, most spaces openly neglect or are simply intolerant of her and even the stores meant *for her* are riddled with products meant to bind, reshape and essentially change her body. Fat women embody the paradox of being both conspicuous and unseen. Within systems, fat women are often silenced by shame, bias and discrimination; the unwanted and soiled identity hold us at the margins and serving as a barrier to effectively connect with others and practice leadership. In fact, these barriers, can result in recreating oppressive systems, uncomfortable environments and circumstances which continue to marginalize and discount the existence and value of fat women.

This exploratory action research study allowed collaborators to engage in systematic collaborative and critical self-inquiry in an effort to secure congruence, continuity and acceptance around fatness. The questions guiding this research were: 1) How do I influence my and the collective groups' meaning making processes? 2) How does a woman who identifies as fat construct meaning of who *she* is? 3) How do a group of women who identify as fat construct shared meaning of who *we* are? 4) How does the meaning making impact the overall development of the group? And, do the developments of the group influence individual capacity for leadership, and if so in what ways? Through the use of individual interviews, social media, video recorded reflection and group meetings, collaborators took part in exchanges that allowed each person the ability to intentionally participate in her growth and the growth of others.

Major findings include that language was instrumental in both indicating and influencing consciousness, and sub-culture inclusion can prove insufficient when one is seeking dominant culture acceptance. Further, this study suggests that as we modify, reframe, understand and reimagine our internal narratives, it cannot help but influence how we relate to our external world.

UNIVERSITY OF WEST GEORGIA– Carrollton, GA^[SEP] Masters of Education in Professional Counseling, Degree conferred May 2011

UNIVERSITY OF TENNESSEE– Knoxville, TN^[SEP] Bachelor of Arts in Psychology, Degree Conferred May 2007

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INSTITUTIONAL CONTRIBUTIONS AND SERVICE

Researcher, Black Student Experience

As part of a retention and enrollment effort, myself and a team of other assessment and faculty researchers conducted focus groups with students and executive administration in an effort to increase Black student engagement and retention. Study resulted in the creation of a Black student resource center and the new position Director of Black Student Resources. *As of Fall 2015, office of enrollment funded a two-year post-study to measure efficacy of current interventions and reassess the Black Student Experience.*

Interim Assistant Director, United Front Multicultural Center

Hired to temporarily assist in the leadership of the United Front Multicultural Center where I was responsible for supervising two graduate assistants, and approximately twelve undergraduate student workers. Prepared data analysis reports for the Rainbow Educators diversity and inclusion training program, and helped to analyze data for Student Affairs strategic planning review.

Consultant to AVP of Student Wellness

Following four death-by-suicides on our campus, I worked with our Vice President for Student Affairs and our Assistant Vice President for Student Wellness in assembling a team to apply for the Garrett Lee Smith (SAMHSA) suicide prevention grant, which led to our successful application and receipt of the grant funding.

Committee Member, Director of Admissions and Outreach Search Committee

Helped to facilitate the hiring process for the Director of Admissions and Outreach for the School of Leadership and Education Sciences narrowing the pool of applicants from over 100 to 3 on campus interviews, and the eventual hiring of one outstanding applicant.

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TEACHING AND FACILITATION EXPERIENCE

KeynoteHow Have Our Stories Shaped Us? San Marcos Unified School District equity conference, August 2023

Course InstructorUpward Bound: Power Of Me Memory Book PBL Elective, Summer 2023 (Rising 10th grade)

Keynote*On Becoming Gatekeepers of Our Truth: Honoring the Legacy of Paul Robeson During the Celebration of His 125th Day of Birth*, Paul Robeson House of Princeton and Princeton Public Libraries

Adjunct ProfessorLEAD 531: Intersectional Leadership Eastern Washington University, Winter Quarter 2023 (Masters level)

Adjunct ProfessorLEAD 520: Organizational Leadership Eastern Washington University, Spring Quarter 2023 (Masters level)

KeynoteHow We Can Power Up By Defining Ourselves FOR Ourselves, PlayStation, Insomniac Games, Santa Monica Studios, February 2023

KeynoteExploring the “Me” in Team→ A workshop for SDSU ERG chairs and members to reflect on, explore and embrace their identities and understand what unique individual perspectives can bring to collective spaces, February 2023

KeynoteHow much of me is welcome here? A dialogue and discussion on the acceptance of social identity in professional environments for the Queer community, AvanGrid, June 2022

KeynoteEquity is Love in Action, San Diego Unified Equity Conference, San Diego, May 2022

Keynote and Workshop Facilitation.....Black Employee Resource Group Workshop How Much of Me is Welcomed at the Table? Exploring Black Identity in Professional Spaces, BAM! Advertising Agency, March, 2022

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KeynoteReclaiming My Self as Sovereign:
Exploring Through Dialogue the Lived Experience of Surrendering to Your Pain in Order to Rise in Your
Power, WRISE Leadership Conference, February 2022

Facilitator.....Navigating Burnout, Senior Life
Residences, Spring 2022

Facilitator.....Healing Dialogues, Golden Peaches, LLC,
Summer 2020

Co-Leader.....Global 102: Journeys: Jamaica *Journey to
See Ourselves*, Agnes Scott College/Petersfield, Jamaica, Spring 2018 (Undergraduate Level)

LecturerWMST 351: Black Feminist Thought,
Consciousness and Activism, California State University, San Marcos, Fall 2016 (Undergraduate Level)

Guest LecturerSociology of Gender
Instructor: Dr. Mary Blair-Loy, University of California-San Diego, Spring 2016 (Doctoral Level)

Guest LectureGender and Work
Instructor: Dr. Mary Blair-Loy, University of California-San Diego, Spring 2016 (Undergraduate Level)

Teaching Assistant.....LEAD 550/LEAD 600: Leadership
Theory and Group Relations (Doctoral and Masters)
Instructor: Dr. Terri Monroe, University of San Diego, Fall 2015

Guest Lecturer (Developing Vulnerability).....Student Affairs Seminar
Instructor: Dr. Cheryl Getz, University of San Diego, Fall 2015 (Masters level)

Adjunct ProfessorCOUN 515: Multicultural Counseling
University of San Diego, Spring 2015 (Masters level)

Adjunct ProfessorCOUN 505: Human Development
University of San Diego, Spring 2014 (Masters level)

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Guest Lecturer (Identity Development).....Student Affairs Seminar

Instructor: Dr. Cheryl Getz, University of San Diego, Fall 2014 (Masters level)

Adjunct ProfessorCOUN 540: Clinical Interviewing

University of San Diego, Fall 2013 & Fall 2012 (Masters level)

Adjunct ProfessorCOUN 564: Counseling Skills

University of San Diego, Fall 2013 (Masters level)

Co-Instructor (course taught in Jamaica)COUN 515i: Multicultural Counseling

Instructor: Dr. Ian Martin, Summer 2013 (Masters level)

Guest LecturerHuman Diversity

Instructor: Dr. Ana Estrada, Spring 2013 (Masters level)

Teaching AssistantMulticultural Counseling

Instructor: Dr. Erika Cameron, University of San Diego, Spring 2013 (Masters level)

Teaching Assistant.....LEAD 565: Dynamics of Race, Gender
and Ethnicity

Instructor: Dr. Christopher Newman, University of San Diego, Spring 2013 (Masters level)

Co-InstructorLED 150: Emerging Leaders

University of San Diego, Fall 2012 (Undergraduate level)

Guest LecturerHuman Diversity

Instructor: Dr. Ana Estrada, University of San Diego, Spring 2012 (Masters level)

Guest LecturerMulticultural Counseling Instructor: Dr.

Ana Estrada, University of San Diego, Spring 2012 (Masters Level)

Clinical Supervisor.....Group Counseling

Instructor: Dr. Julia Chibbaro, University of West Georgia, LPC Spring 2011 (Masters Level)

Clinical Supervisor.....Introduction to Counseling Practice

Instructor: Dr. Linda Painter, University of West Georgia, LPC Fall 2010 (Masters level)

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PUBLICATIONS

Williams, J.J. (2021). Black Surrender Within the Ivory Tower. In Burke, T., & Brown, B. (Eds.). *You Are Your Best Thing: Vulnerability, Shame Resilience, and the Black Experience*, Pp.174-180. Random House.

Newman, C. B., **Williams, J.**, & Leary, M. (2020) "The only Black kid in the cafeteria": Exploring Black identity at a predominantly White religiously affiliated university. In C. B. Newman, A. A. Hilton, B. Hinnant-Crawford, & S. Platt (Eds.). *Multicultural Education in the 21st Century: Innovative Research and Practices*. Charlotte: Information Age Publishing.

Newman, C. B., Spencer, J., Leary, M., **Williams, J.**, Powell, P., Huston, C., & Whitman, K. (2013). Black Student Experience at the University of San Diego. Prepared for the Strategic Oversight Committee on Retention at the University of San Diego. San Diego, CA.

Cao, L., Charlesworth, J.R., & Wojcik, R.M.with **Williams, J** (researcher). (2012) School counseling students' perceptions of their practicum experiences and site supervision. *Tennessee Counseling Association Journal: 5*(1).

PRESENTATIONS AND RESEARCH

Williams, J.J. (April 2023). *On Becoming Gatekeepers of Our Truth: Honoring the Legacy of Paul Robeson During the Celebration of His 125th Day of Birth*. Paul Robeson House of Princeton, Princeton, NJ.

Williams, J.J. (February 2023). *Exploring the "me" in Team*. San Diego State University, San Diego, CA.

Williams, J.J. (April 2017) *Intersectionality is not JUST for feminism*. Bucknell University Faculty & Staff Lunch and Learn Series, co-sponsored by HER Campus, Lewisberg, PA.

Williams, J.J. (June 2015) *Plus-size leadership: Exploring the intersection between fatness, womanness, and leadership*. Women's Leadership Affinity Group (WLAG) conference, Pacific Grove, CA.

Newman, C. **Williams J.J.**, Leary, M. (April 2014) *The only Black kid in the cafeteria: Exploring Black Identity at a predominately White religiously affiliated university.*" American Educational Research Association (AERA), Philadelphia, PA

Newman, C., Leary, M., **Williams, J.J.**, (April 2014) *Bridging the Gap between Academic and Student Affairs: Collaborative efforts in service of Black students at a predominately White religiously affiliated university.*" Western Association of Schools & Colleges Academic Resource Conference (WASC ARC), Los Angeles, CA

Williams, J.J., Ngo, M.A. (October 2013). *Exploring undergraduate experiences: Identity salience and its relationship to*

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resiliency & leadership development. International Leadership Association, Montreal, Canada.

Williams-Fletcher, Wheelus, A, & **Williams, J** (March, 2011). *Know the signs. Be the help. Save a life:* American Counseling Association, New Orleans, LA.

Williams, J. & Wheelus, A. (March 2011). *Prevent@UWG.* UWG College of Education Honors Convocation, Carrollton, GA

Williams, J. & King, C. (February 2011). *We Are Sisters: Identity Development and Barriers to Empowerment of Black Females.* University of West Georgia Critical Incidence Team Training, Carrollton, GA.

Williams, J. & Wheelus, A. (January 2011). *Know the signs. Be the help. Save a life.* Georgia College Counseling Association Conference, St. Simon's Island, GA

INSTITUTIONAL AND ORGANIZATIONAL TRAININGS

Williams, J.J. (August 2023). *How Do Our Stories Shape Us?* San Marcos Unified Teacher Training and Professional Development

Williams, J.J. (August 2022). *The Importance of Embracing Imperfection in Equity Work.* San Marcos Unified Teacher Training and Professional Development

Williams, J.J. (May, 2018). *Teaching Technology to Generation Z,* Agnes Scott College, SUMMIT 400 faculty training.

Williams, J.J. (April 2017). *Looking at Lemonade: Art as Activism,* Bucknell University, HER Campus and Women's Resource Center social programming event.

Williams, J.J. & Lee, J. (August 2015). *Exploring Identities for the Student Affairs Professional,* University of San Diego, Graduate Assistant Training

Williams, J.J. & Franco, N. (January 2015). *Diversity and Inclusion in the Classroom,* University of San Diego, Emerging Leaders Spring Training

Williams, J.J. & McLaughlin, C. (August 2015). *Creating Diverse and Inclusive Spaces in Student Affairs,* University of San Diego, Graduate Assistant Training

Williams, J.J. (August 2015). *Exploring Social Identities for the Student Affairs Professional,* University of San Diego, Graduate Assistant Training

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HONORS & GRANTS

New York Times Best Sellers List 3 weeks in 2021
San Diego Magazine's 10 Women of Impact November 2021
USD Graduate Student Trailblazer of the Year 2016
USD Women's Center Woman of Impact..... 2014, 2016
Meritorious Research Travel Award Recipient..... 2014, \$1,500
Sr. Duchesne Scholarship Award Recipient 2013-2014, \$3,000/year
USD Alumni Endowed Scholarship 2012-2013, \$2,000/year
Dean's Merit Scholarship Recipient..... 2011-2013, \$4,500/year
Diversity Scholarship Recipient 2011-2016, \$2,000/year
Institutional Grant Recipient..... 3 years/\$300,000
Garrett Lee Smith Suicide Prevention Grant 2010-2013
Substance Abuse and Mental Health Services Administration (SAMHSA)
UWG College of Education Honors Convocation
Professional Achievement Award Recipient..... 2011