



MEMORANDUM

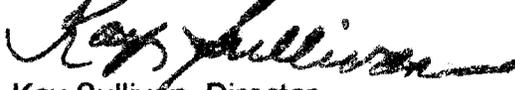
Agenda Item 15(C)(2)

To: Honorable Chairman Joe A. Martinez
and Members, Board of County Commissioners

Date: September 8, 2005

From: Harvey Ruvin
Circuit and County Courts

Subject: Ratification of Appointment
to the CITT Nominating
Committee


Kay Sullivan, Director
Clerk of the Board Division

It is recommended that the Board consider ratification of the appointment of Ethics Commissioner Dawn Addy to the Citizens' Independent Transportation Trust Nominating Committee.

Ordinance 02-117 provides that the Chair of the Ethics Commission or his designee shall serve as a member of the Citizens' Independent Transportation Trust Nominating Committee. Mr. Kerry Rosenthal, Chairman, Ethics Commission, has designated Ms. Addy to serve as the Ethics Commission's representative on the CITT Nominating Committee.

The memorandum of the Executive Director of the CITT Nominating Committee dated August 18, 2005, Ethics Commission Chairman Rosenthal's letter of appointment dated July 27, 2005, and Ms. Addy's resume are attached for your review.

KS:llc

Attachments

Memorandum

MIAMI-DADE
COUNTY

Date: August 18, 2005

To: Honorable Harvey Ruvin
Clerk of the Board

From: Nan A. Markowitz
Executive Director

Subject: CITT Nominating Committee Replacement

Attached is a letter from Mr. Kerry Rosenthal, Chairman, Ethics Commission, informing us of his recommendation of Ethics Commissioner Dawn Abby (resume attached) as the Ethics Commission representative to the Citizens' Independent Transportation Trust Nominating Committee.

Pursuant to Ordinance 02-117, the Board of County Commissioners must ratify said appointment. We request that this item be placed under the County Advisory Board Appointments Section, of the September 8, 2005, Board agenda.

Please do not hesitate to contact me at (305) 375-1357, should you have any questions or require additional information.

cc: Honorable Carlos Alvarez, Mayor
Honorable Joe A. Martinez, Chairman
and Members, Board of County Commissioners
Marc A. Buoniconti, Chairman, and Members of the CITT
George M. Burgess, County Manager
Carlos F. Bonzon, Ph.D., P.E., Assistant County Manager
Kay Sullivan, Director, Clerk of the Board
Kerry Rosenthal, Chairman, Ethics Commission
Dawn Abby, Ethics Commissioner

Attachments: Resume
Appointment Letter

CLERK OF THE BOARD
2005 AUG 19 AM 9:41
CLERK, COUNTY CLERK, MIAMI-DADE COUNTY, FLA.

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ETHICS COMMISSIONERS

Kerry E. Rosenthal, CHAIRPERSON
Gail A. Dotson, VICE CHAIRPERSON
Seymour Gelber
Dawn E. Addy
Brenda Rivera

ROBERT A. MEYERS
EXECUTIVE DIRECTOR

MICHAEL P. MURAWSKI
ADVOCATE

ARDYTH WALKER
STAFF GENERAL COUNSEL

July 27, 2005

Nan Markowitz, Executive Director
Miami-Dade County Office of the Citizens' Independent Transportation
Trust
111 N.W. 1st Street, Suite 1010
Miami, FL 33128

Dear Ms. Markowitz,

The Miami-Dade Commission on Ethics and Public Trust hereby
nominates Ethics Commissioner Dawn Addy to serve on the Nominating
Committee of the Citizens' Independent Transportation Trust to replace
Chairman Kerry Rosenthal.

If you have questions or wish to discuss, please contact me at your
earliest convenience.

Sincerely,

A handwritten signature in black ink, appearing to read "Kerry Rosenthal", is written over a horizontal line.

Kerry Rosenthal
Chairman

cc: Robert Meyers, Executive Director

DAWN EMERSON ADDY, Ph.D.

14951 S.W. 157th terrace • Miami, Florida 33187 • (305) 253-8012 • Cell: (305) 975-4730

University Office: Florida International University • Center for Labor Research & Studies
University Park • Miami, Florida 33199 • (305) 348-2615 • e-mail: addyd@fiu.edu

Dr. Addy teaches, conducts workshops and seminars both nationally and internationally. She trains trainers, consults, conducts research and facilitates groups. She has coordinated conferences and workshops nationally and internationally. Through her research efforts she has designed specialized training programs and materials in areas of: Diversity, Workplace Violence, Conflict Resolution, Effective Communication Skills, Problem-solving, Leadership Skills, Electronic Publishing Skills, Labor Law, Americans with Disabilities Act, Family and Medical Leave Act, Sexual Harassment, HIV-AIDS, Stress and Self-Image, Bridging the Gender Gap, Workplace Literacy, Adult Education Techniques. She has taught in the areas of Collective Bargaining, Industrial Relations, Organizational Development and Labor Studies at both the graduate and undergraduate levels. She is also licensed to administer the Myers/Briggs instrument.

Groups she has worked with include: Baptist Hospital Systems, Miami Chamber of Commerce, South Florida Audubon Society, Miami-Dade County Community Relations Board, City of Miami CRB, Miami Beach CRB, Northwest Airlines, Miami-Dade Schools, Miami National Conference for Community and Justice, University of Minnesota School of Law, Lake Superior Area Labor/Management Association, St. Cloud Labor and Management Partnership, George Meany Center for Labor Studies, Oil Chemical and Atomic Workers International, San Francisco State University, Minnesota State Technical College System, Toro Company, Carpenters International Union, General Chairmen's Association for the Railway Brotherhoods, American Federation of State, County, and Municipal Employees, U.S. Postal Service, U.S. West Communications, Graphic and Communications International Union, Northern States Power Company to name but a few.

Her current research efforts involve developing dialogue for community building. Toward this goal, she serves on the Mayor Penelas' "MOSAIC- Miamians Working Together" initiative and as President of "Many Voices: One Community."

Dr. Addy was Professional Administrative Faculty at the Labor Education Service of the Industrial Relations Center at the Carlson School of Business, University of Minnesota from 1988-1996. In 1996 she accepted the position of Assistant Director and in 2002 was promoted to the position of Center Director of the Center for Labor Research and Studies at Florida International University. She has also been a faculty member of the FIU Women's Studies Center since 1996. Dr. Addy served on the Miami-Dade County Equal Opportunity Board for five years. She chaired the Diversity Subcommittee of the Access and Equity Committee at FIU. Dr. Addy currently serves as an Ethics Commissioner for Miami-Dade County.

CURRICULUM VITAE

Dawn E. Addy, Ph.D.

Office Address: Center for Labor Research & Studies • Labor Center, Rm 305 • Florida International University • University Park Campus • Miami, Florida 33199

Office: (305) 348-2615 Fax: (305) 348-2241 Cell: (305) 975-4730 Home: (305) 253-8012

AREAS OF SPECIALIZATION

Research

1. Labor Education
2. Adult and Community Education
3. Human and Industrial Relations/Resources
4. Cognition, Learning and Instruction
5. Critical Analysis of Work and Community
6. Identity: Race, Class and Gender
7. Dynamics of Conflict Resolution
8. Social/Cultural Contexts of Communication

Teaching

1. Workplace Diversity and Management
2. Conflict Resolution and Problem Solving
3. Labor and Industrial Relations Studies
4. Strategic Organizational Development
5. Ethics and Civic Responsibility
6. Leadership and Administration
7. Human Resources, Personnel, and Training
8. Dialogues and Communication Strategies
9. Publishing, Presentation and Media Skills
10. Human Rights, Discrimination, and Harassment

ACADEMIC AND PROFESSIONAL TRAINING

Ph.D. 1997 University of Minnesota, St. Paul, Minnesota

Discipline: Adult Education Specialization: Work, Family and Community Education
Minor Specialization: Feminist Studies Dissertation Title: Labor Movement
Futures: Implications for Labor Leaders and Educators: A Case Study of Minnesota
Labor Leadership

M.A. 1988 University of Minnesota, Carlson School of Management, Minneapolis, Minnesota

Discipline: Management/Industrial Relations Specialization: Collective Bargaining
Minor Specialization: Feminist Studies Thesis Title: The Participation of Women in Their Union Locals

B.F.A. 1972 Minneapolis College of Art and Design, Minneapolis, Minnesota

Areas of Concentration: Fine Arts; Graphic Design and Publishing

American Psychologists Association Trainer Certificate 1990

Certified to train using the (MBTI) Meyers-Briggs Type Inventory

ACADEMIC AND PROFESSIONAL EXPERIENCE

Center Director, Center for Labor Research and Studies

Period: June, 2002-Present

Institution: College of Education, Florida International University, Miami, Florida

Assistant Director, Center for Labor Research & Studies

Period: Oct. 1996-2002

Institution: Florida International University, Miami, Florida

Program Director/ Coordinator and Women's Program Director

Period: 1988 - 1996

Institution: Labor Education Service, University of Minnesota, Minneapolis, Minnesota

Interim Director, LES Telecommunications Project

Period: 1990-1992

Institution: Industrial Relations Center University of Minnesota, Minneapolis, Minnesota

Industrial Relations Associated Graduate Faculty

Period: 1990-1996

Institution: University of Minnesota, Carlson School of Management, Minneapolis, Minnesota

Lead Instructor for the Graphic Arts Institute

Period: 1989-1996

Institution: Hennepin Technical College, St. Paul, Minnesota

Graduate Teaching Assistant

Period: 1986-1988

Institution: Labor Education Service, Industrial Relations Center, University of Minnesota

Graduate Research Assistant

Period: 1985-1986

Institution: Labor Education Service, Industrial Relations Center, University of Minnesota

GRANTS RECEIVED SINCE ASSUMING FACULTY POSITION

\$3,000	Miami Coalition for the Homeless
\$3,000	South Florida Regional Carpenters
\$1,000	Immigration Lawyers Association
\$5,000	Dade Foundation
\$480,000	Miami-Dade County, Office of the Mayor
\$1,500	People for the American Way
\$2,000	Anderson Foundation
\$2,000	Immigration Lawyers Association
\$3,000	Dade Foundation
\$3,000	Roblee Foundation
\$3,000	Minnesota Department of Labor
\$3,500	Women In the Trades
\$500	Minnesota AFL-CIO
\$1,500	United Food and Commercial Workers
\$2,000	American Federation of State, County, and Municipal Employees
\$2,000	Brotherhood of Maintenance of Way Employees
\$2,000	Brotherhood of Locomotive Engineers

ACADEMIC HONORS, AWARDS, AND SIGNIFICANT ACCOMPLISHMENTS

- October, 2005 (I have received a letter from the Provost notifying me that I have won this award)
Faculty Senate Award for Outstanding Service to the University and the Community, Florida International University
- May, 2005
Recipient of the President's Access and Equity Award, Florida International University
- December, 2004
Recipient of the Humanitarian/Good Samaritan Award, Everglades Correctional Institution, Florida State Department of Corrections.
- April, 2004
Elected to the position of Academic Vice President for the United Association of Labor Educators national organization.
- July, 2003
Appointed South Florida Prison Programming Coordinator for the Alternative to Violence Project by AVP Miami.
- June, 2002
Appointed by Chief Justice Ferina as an Ethics Commissioner for Miami-Dade County Commission on Ethics and Public Trust.
- May, 2002
Recognized for five years of distinguished service as Vice Chair of the Miami-Dade County Equal Opportunity Board, Human Services MDC.
- May, 1997
Appointed by Miami-Dade County Commissioner Katey Sorrenson to sit on the Miami-Dade Equal Opportunity Board.
- November, 1996
Exemplary Service Award from the Labor Education Service Labor Advisory Board
- Award for Exemplary Service to the women workers of Minnesota from the Coalition of Labor Union Women (CLUW)
- Award for Distinguished Service from the Graphic Communication International Union (GCIU) Local 1-M and 1-B
- Life Service Award for distinguished service and support to working women in non-traditional occupations from Women In the Trades (WIT)
- September 1996
Life Service Award for exemplary service to the workers of the State of Minnesota from the Minnesota AFL-CIO

August, 1995

First Place for Best Group Artistic Project at the Minnesota State Fair for the "History of Minnesota Organized Work" mural

September, 1989

Official Commendation from Governor Rudy Perpich for work on the State Literacy Task Force

BIOGRAPHICAL HONORS

Publications and Significant Scholarly Works

Books

Addy, D. E. (1997). *Labor Movement Futures: Implications for Labor Leaders and Educators: A Case Study of Minnesota Labor Leadership*. Ph.D. Dissertation; University of Minnesota.

Addy, D.E., & Muska, C. (1996). *Entering The Building Trades In Minnesota*. 3rd. Ed. (revised). Published by the Minnesota Department of Labor (MNDOL) and Women In the Trades (WIT).

Addy, D. E. (1996). *The Diverse Workplace*. Gender Implementation Project, Minnesota Technical College Press; St. Paul, MN.

Addy, D.E., & Muska, C. (1993). *Entering The Building Trades In Minnesota*, 2nd. Ed. (revised). Published by the Minnesota Department of Labor (MNDOL) and Women In the Trades (WIT).

Addy, D. E. (1992). *Workplace Cultures*. Minnesota State Technical College Press; St. Paul, MN.

Addy, D.E., & Muska, C. (1991). *Entering The Building Trades In Minnesota*. Published by the Minnesota Department of Labor (MNDOL) and Women In the Trades (WIT).

Addy, D. E. (1988). *An Investigation Into the Participation of Women In Their Union Locals*. M.A. Thesis, University of Minnesota.

Journal Articles and Book Chapters

Nissen, B., & Addy, D. E. (forthcoming). *Labor Education as a discipline*.

Addy, D.E., & Romero, L. (forthcoming). *Worker Culture - Puppets for Picket Lines As a Mobilization Tool*, Co-authors, Margaret G. Wilson and Linda Romero (Presented at UALE national conference, April 2003), *Labor Studies Journal*.

Addy, D. E. (2001). *Community Dialogue: A Tool for Social Engagement and Class Awareness*. In Slater, J. J., Fain, S. M., Rossatto, C. A. (Ed.) *A Freirian Legacy : Educating for Social Justice* (pp184-197). *Studies in the Postmodern Theory of Education*, Vol 209. New York, NY: Peter Lang.

Cochrane, B., & Addy, D. E. (1996). *Through The Wall of Fire: Class and Identity in Labor Education and Labor Studies, Race, Gender and Class*; Vol. 4 Num. 1, 1996 Ed (pp).

Addy, D. E. (forthcoming) Teaching for Social Justice: Developing Critical Thinkers Across Race, Class, and Gender, (Presented, Oct. 2002) Publication forthcoming, Race, Gender and Class.

Monographs, Technical Reports, and Occasional Papers

Addy, D. E., Howe, J. & Regalado, M. (Eds.) (2004). Miami-Dade Mosaic: A Community Journal. Miami-Dade County MOSAIC Initiative, Office of the Mayor MDC.

Addy, D.E. (2004). CLR&S 2003 - 2004 Annual Report. Center for Labor Research and Studies, College of Education, FIU.

Addy, D. E. (2003). CLR&S 2002-2003 Annual Report. Center for Labor research and Studies, College of Education, FIU.

Addy, D. E. (2001) MV:OC Miami-Dade Talks Report. MOSAIC Initiative and County grant funding report of activities.

Addy, D. E. (1990). A Union Guide to Representation In Cases of Discrimination and Harassment. University of Minnesota, Labor Education Service.

Addy, D. E. (1988). Workforce Literacy: Today's Problem? Tomorrow's Challenge. University of Minnesota, Labor Education Service.

Instructional Manuals

Addy, D., & Interfaith Committee for Worker Justice. (Eds.) (2003). Workers' Rights Manual.. Catholic Charities of the Archdiocese of Miami & Episcopal Diocese of Southeast Florida. (Currently being translated for publication in Spanish.)

Addy, D. E. (2003). Initial Steward Training Manual; AFSCME #1363; July, 1997, 2nd Edition June 2003.

Addy, D. E. (1998). Basic Steward Training In the Public Sector. Broward Teachers Union. Fort Lauderdale, FL.

Racial Legacies: Dialogue Guide; Miami-Dade County Equal Opportunity Board, 1998, Revised/Updated, 1999. (Community Dialogue Facilitation Manual.)

Keynote Addresses, Special Lectures, and Other Invited Speeches

October 16, 2004. Community Dialogue. Speech presented as part of the day-long Human Services Coalition event in cooperation with the National PBS dialogue on Democracy event.

August 3, 2004. The Role of Unions. Invited to speak to the Business College class of Jennifer Valdez.

June 4, 2004. Hosted the MVOC - MOSAIC Community awards ceremony with guest of honor, Mayor Alex Penelas receiving the Community Vision award.

May 17, 2004. Reflections on Brown vs. the Board of Education. This speech was given to a Miami-Dade School District celebration on the 50th anniversary of Brown vs. the Board of Education.

January 29, 2004. Workers Rights, Unions and the Economy. This invited lecture was presented at St. Thomas University to a Leadership Class made up of community leaders.

September 30, 2003. Free Trade or Fair Trade. I was a guest on the Community television channel WLRN panel presentation on the FTAA and other global trade agreements.

September 3, 2003. Protecting Our Rights. I was a guest on the Community television channel WLRN panel presentation about the disparity of workers in our community and ways to build community prosperity.

August 29, 2003. The Role of Unions in Society. This was a keynote speech presented to a regional conference of IATSE and other community members involved in the theatrical industry in Florida. Presented in Jacksonville Beach, FL.

June 23, 2003. The Need to Strive for Diverse Representation in Unions. This speech was addressed to a gathering of delegates of the South Florida AFL-CIO at Doral, FL.

June 11, 2003. Is the Glass Ceiling Still in Tact Today? This was a keynote speech I gave to female health care professionals at their quarterly meeting of their organization, Women In Health Care.

May 15, 2003. The Psychological Effects of Sexual Harassment. As part of a panel of four speakers I introduced FIU employees to these concepts, then I facilitated a group in a case study portion of the training.

November 18, 2002. The Psychological Effects of Sexual Harassment. As part of a panel of four speakers I introduced FIU employees to these concepts, then I facilitated a group in a case study portion of the training.

October 15, 2002. The Psychological Effects of Sexual Harassment. As part of a panel of four speakers I introduced FIU employees to these concepts, then I facilitated a group in a case study portion of the training.

October 8, 2002. Building and Sustaining Coalitions. This invited speech was presented to a Bay Area labor group at San Francisco State University.

September 12, 2002. Conflict Resolution Skills. This presentation was invited by the College of Education as a faculty/staff development event.

August 25, 2002. Building the Union in a "Right to Work" Environment This speech was part of an opening keynote presentation for the ILWU Labor Conference in Honolulu, HI.

June 26, 2002. The Psychological Effects of Sexual Harassment. As part of a panel of four speakers I introduced FIU employees to these concepts, then I facilitated a group in a case study portion of the training.

May 10, 2002. The Psychological Effects of Sexual Harassment. As part of a panel of four speakers I introduced FIU employees to these concepts, then I facilitated a group in a case study portion of the training.

May 2, 2002. The Psychological Effects of Sexual Harassment. As part of a panel of four speakers I introduced FIU employees to these concepts, then I facilitated a group in a case study portion of the training.

March 19, 2002. The Psychological Effects of Sexual Harassment. As part of a panel of four speakers I introduced FIU employees to these concepts, then I facilitated a group in a case study portion of the training.

March 16, 2002. Talking Across Diversity. An invited speech at the International Festival in Overtown. Some of my students were also involved in planning and executing the festival.

March 7, 2002. The Women Who Shaped Us. As part of National Women's month I was invited to give two speeches, one at Dade Correctional Institution with the female inmates, and one at the Annex with male inmates.

October 12, 2001. The Psychological Effects of Sexual Harassment. As part of a panel of four speakers I introduced FIU employees to these concepts, then I facilitated a group in a case study portion of the training.

September 13, 2001. The Psychological Effects of Sexual Harassment. As part of a panel of four speakers I introduced FIU employees to these concepts, then I facilitated a group in a case study portion of the training.

June 27, 2001. Living Diversity. Human Rights Conference (AOHRA) on Miami Beach.

July 19, 2000. Grievance Procedure and The Role of Union Representation. I was invited to give this lecture at Miami-Dade Community College class.

April 8, 2000. I was invited to conduct Leadership and Strategic Planning training at the Office and Professional Employees International Union annual conference in Memphis, TN.

April 5, 2000. The Psychological Effects of Sexual Harassment. As part of a panel of four speakers I introduced FIU employees to these concepts, then I facilitated a group in a case study portion of the training.

March 16, 2000. The Psychological Effects of Sexual Harassment. As part of a panel of four speakers I introduced FIU employees to these concepts, then I facilitated a group in a case study portion of the training, Biscayne Bay Campus.

March 5, 2000. Honoring the Women In Our Lives. I was invited as a guest speaker for Women's Month at Dade Correctional Institution for an afternoon presentation with the female inmates..

March 5, 2000. Honoring the Women In Our Lives. I was invited as a guest speaker for Women's Month at Dade-Annex Correctional Institution for a morning presentation with the male inmates.

September 25, 1999. Diversity. I was invited to present a general session on diversity issues to Mary Monroe's SLS1501 class.

September 11, 18, 25, October 2, 9, 1999. Workers Rights in the Global Economy. I was invited by the United Nations Association to conduct a series of workshop/discussions around global rights issues for workers. This series met on Saturdays and was open to the public.

September 20, 1999. The Psychological Effects of Sexual Harassment. As part of a panel of four speakers I introduced FIU employees to these concepts, then I facilitated a group in a case study portion of the training, University Park Campus.

September 11, 1999. Women's Workplace Rights. I was invited, as a member of the FIU diversity team, to speak in a College of Business class about gender issues in the workplace, University Park Campus.

April 9, 1999. Developing Study Circle Dialogues With Workers. I co-presented this workshop with Elise Bryant and Linda Romero at the UALE National Education conference in Atlanta, GA.

Conference Presentations

Addy, D. E. (2004, October). Community Dialogue as a Tool for Prisoner Re-Entry. Presentation at the Prisoner Re-Entry Summit in Fort Lauderdale, FL.

Addy, D. E. (October, 2004). The Role of the Ethics Commission in Miami-Dade County. Presented at the State Ethics Conference, Tampa, FL, October 10-12, 2004.

Addy, D. E. & Rocco, T., & (students) Salters, G; Munn, S. (2004, September) (RGC) Race, Gender & Class Conference, New Orleans

Addy, D. E. & Taylor, V. (2003, October) Building Community Across Diversity Utilizing Structured Dialogues. Race, Gender & Class conference, New Orleans, Louisiana.

Addy, D. E. (2003, April) Name that Dinosaur. Presentation was repeated 4 times throughout the day-long conference for FIU employee families on "Take Your Child To Work Day."

Addy, D. E. (2004, February) Immigration and Economic Prosperity This speech was presented at the Community Prosperity conference was co-sponsored by the Human Services Coalition, South Florida Immigration Services, Spanish American League Against Discrimination (SALAD).

Addy, D. E., Wilson, M. G. & Romero, L. (2003, April). Worker Culture - Puppets for Picket Lines As a Mobilization Tool. Presented at UALE national conference. Miami, Florida.

Addy, D. E. (2003, February) Exploring Cultural Identity and Ethnicity. FIU PEACE Diversity Day conference presentation.

Addy, D. E. (2003, July) Union Leadership Skills for Women. Southern Union School for Women Workers in Birmingham, Alabama at the University of Alabama. I was invited to teach a week-long workshop for women from across the south.

Addy, D. E. & Taylor, V. (2002, November) Building Community Across Diversity. Diversity Day Conference at BBC Campus.

Addy, D. E. (2002, October) Teaching for Social Justice: Developing Critical Thinkers Across Race, Class, and Gender. Race, Gender & Class conference, New Orleans, Louisiana.

Addy, D. E. (2002, September). Community Dialogue: A Tool for Social Engagement and Class Awareness. Presented at Education conference. Miami, Florida

Addy, D. E. (2002, August). Media and Communication Strategies and Building Community Support Through Coalition Building. I presented both of these day-long workshops twice each, at the ILWU Labor Institute held at Tokai University, Honolulu, HI.

Addy, D. E. (2002, July). Leadership Skills for Women. I was an invited instructor for a week-long workshop at the Southern Union School for Women Workers at University of Kentucky in Lexington.

Addy, D. E. & LBS 5155 Diversity Class (2002, April). A View From the Birdcage. This was an artistic representation of discrimination based on the writings of Marilyn Frye and presented at the 2002 FIU Women's Studies Conference.

Addy, D. E. (2001, November). Human Rights Dialogue. I spoke about structured dialogue as a process, then lead a plenary dialogue session at the Human Rights Conference (AOHRA), Palm Beach, FL

Addy, D. E. (2001, October). Teaching for Emancipation. This topic was presented at the 2001 Race, Gender & Class Conference in New Orleans, LA.

Addy, D. E. (2001, October). Community Dialogue in Miami-Dade County. Presented at the Study Circles Resource Center Dialogues Conference, Washington, D. C.

Addy, D. E. & Nissen B. (2001, October). Greater Florida Institute: Gainesville School. I not only presented workshops at this mini-conference, but I also coordinated it with local community leaders.

Addy, D. E. & Ellis, R. (2001, September). Strategies for Responding to Privatization. This workshop was part of a day-long pre-conference educational seminar at the AFL-CIO, Florida State Federation of Labor Conference.

Addy, D. E. & Compos, P. (2001, August). Building Union Activism and Addy, D. E. & Clark, L. Communication Skills. I co-presented these two, three-day workshops at the Southern Union School for Women Workers at the George Meany Center in Silver Spring, Maryland.

Addy, D. E. (2001, July). Leadership Skills for Women. I was invited to teach at the Midwest School for Women Workers at the University of Missouri in Kansas City, MO.

Addy, D. E., MVOC, Immigrations Lawyers Association, & Human Services Coalition. (2001, March). Immigrant Rights. This one-day conference focused on issues for new and undocumented immigrants. Sessions were facilitated in three languages (Spanish, English, Creole) and speeches were simultaneously translated. This conference was held at the Phicol Williams Center in Homestead, FL.

Addy, D. E. (2000, October). Community Dialogue: A Tool for Social Engagement and Class Awareness. This presentation was part of a two day conference sponsored by the College of Education at FIU.

Addy, D. E. (2000, October). Getting a Fair Share of the Economic Pie. This workshop was part of a day long pre-conference co-sponsored by the South Florida AFL-CIO and the South Florida Interfaith Committee for Worker Justice.

Addy, D. E. (2000, July). The Dilemma for Immigrant Workers. Speech at the one day multi-cultural conference co-sponsored by South Miami Unitarian Church and the Human Services Coalitions (HSC).

Addy, D. E. & Wilson, M. G. (2000, June). Creating the Future: Shaping the Millennium. Coordinated and hosted the 2000 Southern Unions School for Women Workers, a week-long regional school. Presented 2 workshops: "Diversity At Work" and "Resolving Conflicts and Dealing With Difficult People."

Addy, D. E. & Bryant, E. B. (2000, April). Invited to conduct Leadership and Strategic Planning training at the Office and Professional Employees International Union annual conference in Memphis, TN

Addy, D. E. & MVOC facilitation team. (1999, November). I was invited to present a structured community dialogue at the conference for Civil Rights in South Florida NHRU Chapter.

Addy, D. E. & MVOC facilitation team. (1999, November). I coordinated, facilitated and hosted a community dialogue on Economic and Social Justice for the South Florida Coalition for Worker Justice.

Addy, D. E. (1999, October). I presented a workshop on grievance handling for the (AFSCME) American Federation of State, County, and Municipal Employees union regional conference on Miami Beach.

Addy, D. E. (1999, October). Valuing Campus Diversity . I was asked to conduct a general diversity training for a sociology class.

Addy, D. E. (1999, August). Coordinated and Presented a day-long pre-conference session on Communication Skills for Leaders at the Florida AFL-CIO State Federation Conference in Orlando.

Addy, D. E. (1999, August). I was invited to present two workshops at the Southern Union School for Women Workers in Nashville, Tennessee, August 7-11. I presented: Leadership Skills for Women (a 4 day workshop); and Domestic Violence (a half day workshop.)

Addy, D. E. (1999, July). I was invited to present a five-day workshop at the Midwest School for Women Workers in Minneapolis, Minnesota. I presented Workplace Diversity.

Addy, D. E. (1999, July). I was invited to the class of Janet Givens at FIU to give a diversity team presentation on Sexual Harassment to her SLS1501 class.

Addy, D. E. (1999, April). Gave award acceptance speech on behalf of the Equal Opportunity Board for Fair Housing Month at the Miami-Dade County Commission Chambers.

Addy, D. E. (1998, October). Leadership Skills for Women in Their Unions. This workshop was given by invitation from the (GCIU) Graphic Communication International Union at their national conference in Kansas City, MO.

Addy, D. E. (1998, September). Conflict Resolution and Stress Management and Managing Time Effectively. I presented both of these day-long workshops twice each, at the ILWU Labor Institute held at Tokai University, Honolulu, HI.

Addy, D. E. (1998, August). Writing Newsletters and Leaflets for the Union. I was invited by the (BPSA) Bermuda Public Services Association to present this workshop for a four, full-day seminar in Hamilton, Bermuda.

Addy, D. E. (1998, August). Speaking and Writing for the Media: Telling Your Story. I was invited by the University of West Virginia to teach at this five day Southern Union School for Women at Harpers Ferry, West Virginia.

Addy, D. E. (1998, June). Leadership Skills for Women. I was invited by the (PSI) Public Services Internationale Romania to teach the first ever Women's Union Leadership School with the Medical Worker's Union in the Republic of Moldova, Kishneau, Moldova.

Addy, D. E. (1998, June). At the United Nations Conference on Public Works in Eforia, Romania, I was invited by PSI Romania to deliver a speech on "The Role of Women in Sustainable Development."

Addy, D. E. (1998, May). Women In Leadership Conference for the International Association of Machinists and Aerospace Workers (IAM). I gave the keynote speech on "Where we've Come From: Where we are going: Issues for the Future," In Minneapolis, MN.

Addy, D. E. (1998, April). Teaching for Diversity. A presentation given at the (UALE) United Association of Labor Educators annual national conference in San Jose, CA.

Addy, D. E. (1997, October). The Diverse Workplace. I was invited to present this day-long workshop to the human resource staff of Northwest Airlines at their head quarters in Minneapolis, MN.

Addy, D. E. (1997, August). Workplace Violence. This workshop was five half days long and was presented at the Southern Union School for Women Workers held in Birmingham, AL and hosted by the University of Alabama.

Addy, D. E. (1997, May). Workplace Violence. I was invited to be on the training team at the George Meany Center in Silver Spring, Maryland. This five day non-credit class offered to a group of union leaders from across the country.

Addy, D. E. (1997, May). Domestic and Workplace Violence and Gender Differences. I was invited by (OCAW) the international union of Oil Chemical and Atomic Workers to present these workshops at their women's conference in Memphis, Tennessee.

Addy, D. E. (1997, April). Union Leadership: Developing Vision. I presented this topic from my dissertation at the UALE international conference in Toronto Canada.

Addy, D. E. (1996, October). Workplace Violence. I was invited to be on the training team at the George Meany Center in Silver Spring, Maryland. This five day non-credit class offered to a group of union leaders from across the country.

Editorial and Peer Review Services

Editorial Services

2004-2005 Paper and presentation proposal reviewer, UALE Annual Conference

2004 Proposal Reviewer, FIU College of Education 2005 Research Conference

2000-2002 Member of the Editorial Board, FIU Diversity Magazine.

1999-2003 Editorial Training for South Florida Regional Carpenters, UBC

1998 Proposal Reviewer, UCLEA National 1999 Conference

1997-2000 Editor, CLR&S Newsletter

Ad Hoc Review Services

2004 Reviewer, Simon & Schuster Press.

1992 Reviewer, Labor Studies Journal

1991 Reviewer, Labor Studies Journal

1990 Reviewer, Labor Studies Journal

1989 Reviewer, Labor Studies Journal

1988 Reviewer, Labor Studies Journal

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

United Association of Labor Educators (UALE)

Coalition of Labor Union Women (CLUW)

United Faculty of Florida (UFF)

CONTRIBUTIONS/SERVICE TO UNIVERSITY AND COMMUNITY

FIU University-wide Service

2005 Spring, taught SLS 1501 - one section

2004 Fall, taught 2 FIG sections of SLS1501; SS2, taught 2 FIG sections of SLS1501; SS1, taught 1 section of SLS 1501; Spring, taught 1 section of SLS 1501.

2004 Guest speaker on the Role of Unions in J. Valdez Business College class.

2003 Fall, taught 1 Education FIG section and 1 general section of SLS 1501.

2002 - present Member, Provosts' Centers and Institutes Policy Committee

2002 Presenter/Trainer for Diversity Day at BBC Campus

1997 - present FIU Access & Equity Committee member

1999 - present Judicial Mediation Services hearing panel member

1999 FIU representative to Florida Campus Compact

2003 - 2004 Women's Studies mentor

2003 Member of planning team and presentation speakers for the FIU "Take Your Child To Work Day"

2003, April Lead Study Circle Dialogue on Community Engagement in K. Komminars class

1998 - 2003 Presented and facilitated FIU staff/faculty sexual harassment trainings

2002 Helped to plan and facilitate new faculty/staff picnic at Haulover Beach park.

2000 - 2002 Vice President for the UFF

1999 - 2000 FIU Faculty Service Learning Coordinator

1998 - 2000 Grievance Chair for the UFF

1997 - 2001 Chaired, FIU Diversity Initiative

1997 - 2001 Presented membership training to Diversity Initiative members

1996 - present Member and delegate of the United Faculty of Florida

University Workshops and Programs

August, 2002. Managing Conflict. I was invited to present this workshop by the College of Education.

September, 2000. Sexual Harassment. I facilitated a group at the half-day FIU Sexual Harassment Employee Training, sponsored by the FIU Equal Opportunity Programs.

May, 2000. Sexual Harassment. Facilitated small group case study workshop in FIU employee sexual harassment and discrimination training, GC Ballroom.

May, 2000. Sexual Harassment. Facilitated small group case study workshop in FIU employee sexual harassment and discrimination training, Biscayne Bay Campus.

March, 2000. Welfare To Work. Facilitated two half-day Saturday focus group sessions for Peter Cattan research project efforts.

March, 2000. Sexual Harassment. Facilitated small group case study workshop in FIU employee sexual harassment and discrimination training, GC Ballroom.

March, 2000. Campus Diversity. Conducted a four and a half hour workshop on Campus Diversity at an event on the Biscayne Bay Campus.

December, 1999. Sexual Harassment. Facilitated small group case study workshop in FIU employee sexual harassment and discrimination training, Wolf Center, Biscayne Bay Campus.

November, 1999. Sexual Harassment. Facilitated small group case study workshop in FIU employee sexual harassment and discrimination training, GC Ballroom.

September, 1999. Sexual Harassment. Facilitated small group case study workshop in FIU employee sexual harassment and discrimination training on two different days of training during this month (20, 27) in the GC Ballroom.

August, 1999. Sexual Harassment. Facilitated small group case study workshop in FIU employee sexual harassment and discrimination training, Wolf Center, Biscayne Bay Campus.

June, 1999. Sexual Harassment. Facilitated small group case study workshop in FIU employee sexual harassment and discrimination training, Wolf Center, Biscayne Bay Campus.

May, 1999. Sexual Harassment. Facilitated small group case study workshop in FIU employee sexual harassment and discrimination training.

April, 1999. Sexual Harassment. Facilitated small group case study workshop in FIU employee sexual harassment and discrimination training, GC Ballroom.

March, 1999. Sexual Harassment. Facilitated small group case study workshop in FIU employee sexual harassment and discrimination training, Wolf Center, Biscayne Bay Campus.

February, 1999. Training for Diversity , Bridging the Gender Gap, Resolving Conflicts. I coordinated and taught several workshops in this three-day training of Diversity Team members for the FIU Diversity Initiative.

January, 1999. Diversity Team Retreat. Coordinated and facilitated the retreat at the Biltmore Hotel in Coral Gables.

January, 1999. Sexual Harassment. Facilitated small group case study workshop in FIU employee sexual harassment and discrimination training, GC Ballroom.

December, 1998. Training for Diversity . I coordinated and taught several workshops in this Mini-staff training of Diversity Team members for the FIU Diversity Initiative.

November, 1998. Training for Diversity . I coordinated and taught several workshops in this Mini-staff training of Diversity Team members for the FIU Diversity Initiative.

October, 1998. Training for Diversity , Bridging the Gender Gap, Resolving Conflicts. I coordinated and taught several workshops in this three-day training of Diversity Team members for the FIU Diversity Initiative.

May, 1998. Training for Diversity . I coordinated and taught several workshops in this student training of Diversity Team members for the FIU Diversity Initiative.

April, 1998. Training for Diversity: Sexism and Diversity. I taught this workshop with the Minority Engineering Students at FIU as part of the Diversity Initiative training.

March, 1998. Training for Diversity: PEACE Conference. I taught a diversity workshop for the Peer Educator PEACE conference at FIU, at the Graham Center.

February, 1998. Training for Diversity: Train The Trainer. I taught a diversity workshop for the Peer Educator PEACE conference at FIU, at the Biscayne Bay Campus.

January, 1998. Training for Diversity: White Privilege. I taught this diversity workshop for the Diversity Initiative training team.

October, 1997. Training for Diversity: Bridging the Gender Gap. I taught a diversity workshop for the Peer Educator PEACE conference at FIU, at the Biscayne Bay Campus Kovens Conference Center.

Service at the College Level

2004 - present Chair, College of Education (COE) Faculty Development Committee

2004 - present Member, Dean's Administration Leadership Team

2004 Worked on the search committee with the hiring of Dr. Mary Alfred in AE/HRD

2003 - present Writing Group co-hosted with Dr. Rocco each month.

2002 Conflict Resolution Skills presentation for COE faculty/staff development.

2002 - present Member, COE Administrative Action Committee

2002 - present Member, COE Planning & Evaluation Committee

2002 - present Member, COE Administrative Action Committee

2002 - present Member, COE Planning & Evaluation Committee

2001, September Helped Coordinate the FIU/OEA picnic for new employees.

2001, August Hosted UFF table at new employee orientation event.

Service at the Center/Departmental Level

2005, January Facilitated strategic planning segment for ELPS

2004 - present Member, Adult Education & Human Relations

2004 - present Chair, College of Education (COE) Faculty Development Committee

2002 - present Member, Graduate Faculty in Educational Policy and Leadership Development

2002 - present Director of the Center for Labor Research and Studies

Courses Taught

LBS 5155 Workplace Diversity (1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005)
LBS 4154 Workers & Diversity (1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005)
LBS 4260 Union Leadership and Administration (2002, 2003)
LBS 3001 Introduction to Labor Studies (1997, 2000, 2002, 2003)
IR 3002 Introduction to Personnel and Industrial Relations (1990, 1991, 1993, 1995)
IR 8002 A Survey of Personnel and Industrial Relations (1990, 1991, 1993, 1995)
IR 5000* Managing for Diversity (1992, 1993, 1994, 1995, 1996)
IR 3010 The Individual and the Organization (1995)
IR 3007 Introduction to Collective Bargaining (1992, 1994)
IR 8007 Collective Bargaining (1992, 1994)
MAN 4410 Conflict Resolution and the Grievance Process (1997)
EDA 6945 Colloquium in Educational Administration (2003)
SLS 1501 Freshman Experience (2003, 2004, 2005)
LBS 5996 The Dynamics of Conflict Resolution (2004, 2005)
LBS 4996 Developing a Peaceful Classroom (2004, 2005)

Course Development

2004 LBS 4996 Classroom Conflict
2004 LBS 5996 The Dynamics Of Conflict Resolution
2004 LBS 6000 Writing From Identity
2000 LB S 3001 Introduction to Labor Studies (on-line)

Graduate Dissertations/Masters Level Research Supervised

Doctoral Level

Nicole Nedd, Ph.D. (AE/HRD), Satisfaction of Nurses Due to Sense of Worker Empowerment and Its Impact on Intent to Stay. Defended November, 2004.

Current Doctoral Advisees

Ursula Wright - (passed comps)
Tricia Surinak
Rosetta Nelson
Judith Bernier - (passed comps)
Angela Rodriguez
Marcos Anglen
Nancy Zinser
Elizabeth Rosen

Masters Level

Euridice Stephens MA- IR University of Minnesota, 1995.

Workshops/Presentations to Community Groups

January, 2005. Alternatives of Violence Project. Presented 2, three day, 24 hour basic and advanced conflict resolution workshops at Everglades Correctional Institution.

January, 2005. Alternatives of Violence Project. Presented a three day, 24 hour advanced conflict resolution workshop to a general enrollment community group with the Independent Review Panel of Miami-Dade County.

November-January, 2005. MOSAIC Community Dialogue, prison series of weekly dialogues built around issues of conflict resolution, self help, communications, and community building. Everglades Correctional Institution.

December, 2004. Community Building Workshop. A half-day workshop presented to 45 male inmates at Everglades Correctional Institution.

November-December, 2004: Gave two, four hour inservice workshops on Working With Diverse Populations: Communication and Harassment in the Workplace at Coral Gables Congregational Church for their staff training.

December, 2004. Community Building Workshop. A half-day workshop presented to 65 female inmates at Homestead Correctional Institution.

December, 2004. Team Building. Gave a day-long inservice presentation on team building using the Myers-Briggs Type Inventory with the Miami NCCJ (National Conference for Community & Justice) and the City of Miami Community Relations Board.

November, 2004. Alternatives of Violence Project. Presented 2, three day, 24 hour basic and advanced conflict resolution workshops at Homestead Correctional Institution.

November, 2004. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Everglades Correctional Institution.

September-November, 2004. Facilitator Dialogue Leadership Workshop series. Trained inmate facilitators to help lead community dialogue series at Everglades Correctional Institution for volunteer inmate group. Also began prison "inside" facilitator writing clinics to facilitate growth in leadership responsibility and inmate ownership of dialogues.

August, 2004. All workshops and presentation cancelled or postponed due to 4 hurricanes crossing the South Florida area.)

July-August, 2004. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Everglades Correctional Institution.

July, 2004. Ethical Choices in Your Organization. Worked with Robert Meyers, Executive Director of the Miami-Dade County Commission on Ethics. to present 2 half-day workshops to the staff of the United Teachers of Dade (UTD).

May-June, 2004. APWU Steward Training. Gave a two day Workshop on discrimination and harassment and the role of representation for unions to a group of leaders from the Postal Workers' union.

May, 2004. Building an Inclusive Community. Co-facilitated a day-long training with James, Howe, Executive Director of Miami NCCJ; Juan Carlos Zapata, City of Miami; and Christopher Brown, City of Miami with 25 leaders of the community.

April-May, 2004. Alternatives of Violence Project. Presented a three day, 24 hour facilitator training workshop at Everglades Correctional Institution.

March-May, 2004. MOSAIC Community Dialogue, prison series of weekly dialogues built around issues of conflict resolution, self help, communications, and community building. Everglades Correctional Institution.

May, 2004. Understanding and Working in the Diverse Community Environment of Miami. A day-long workshop presented joint with the Miami Region National Conference for Community and Justice for the City of Miami Community Relations board.

April, 2004. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Dade Correctional Institution.

April, 2004. Laborers' Local Union #630 Steward Training. Gave a two day Workshop in the rights and roles of stewards and grievance administration and handling to a group of leaders from the Government Workers' union.

March. 2004. Union Administration and Leadership, Part II. General open enrollment, non-credit CLRS course offering presented for 6 hours to a mixed community group.

March, 2004. Welcomed guest from Nigerian Port Authority and spoke to them about the impact of privatization practices on workers in the U.S.

January-March, 2004. AFTRA Steward Training. Gave a two day Workshop in the rights and roles of stewards and grievance administration and handling to a group of leaders from the actors and sound workers" union.

February-March, 2004. Facilitator Dialogue Leadership Workshop series. Trained inmate facilitators to help lead community dialogue series at Everglades Correctional Institution for volunteer inmate group.

February, 2004. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Dade Correctional Institution.

January, 2004. Alternatives of Violence Project. Presented a three day, 24 hour advanced conflict resolution workshop at Everglades Correctional Institution.

December, 2003. Community Building Workshop. A half-day workshop presented to 60 female inmates at Dade Correctional Institution.



December, 2003. Community Building Workshop. A half-day workshop presented to 45 male inmates at Everglades Correctional Institution.

November, 2003. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Dade Correctional Institution.

November, 2003. Coexistence Dialogue. Worked with NCCJ, MVOC, and the International Coexistence Initiative to present a day of community dialogue at Miami-Dade Community College with students and community participants.

November, 2003. Research for Unions: Researching Internally. General open enrollment, non-credit CLRS course offering presented for 6 hours to a mixed community group.

August-October, 2003. MOSAIC Community Dialogue, prison series of weekly dialogues built around issues of conflict resolution, self help, communications, and community building. Everglades Correctional Institution.

September, 2003. Strategic Research for Unions: Researching Externally. General open enrollment, non-credit CLRS course offering presented for 6 hours to a mixed community group.

September, 2003. South Florida Community Unity Conference mini-conference/seminar. This 2 day strategic planning seminar was presented with members of community NGO, faith and union groups.

September, 2003. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Dade Correctional Institution.

July, 2003. AFSCME 199 Steward Training. Gave a two day Workshop in the rights and roles of steward and grievance administration and handling to a group of leaders from the Postal Workers' union.

July, 2003. Women in Leadership. I presented this 5 day workshop at the University of Alabama in Birmingham Southern Union School for Women.

June-July, 2003. Facilitator Dialogue Leadership Workshop series. Trained inmate facilitators to help lead community dialogue series at Everglades Correctional Institution for volunteer inmate group.

June, 2003. Alternatives of Violence Project. Presented a three day, 24 hour advanced conflict resolution workshop at Dade Correctional Institution.

May, 2003. Strategic Planning. This day-long workshop was held for the executive board of the Government Supervisor's Association of Florida, OPEIU #100.

May, 2003. IATSE Steward Training. Gave a two day Workshop in the rights and roles of stewards and grievance administration and handling to a group of leaders from the stage hand workers' union, Local #477.

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May, 2003. Alternatives of Violence Project. Presented 2 three day, 24 hour basic and advanced conflict resolution workshops at Dade Correctional Institution.

May, 2003. Alternatives of Violence Project. Presented a three day, 24 hour advanced conflict resolution workshop at Everglades Correctional Institution.

March-May, 2003. MOSAIC Community Dialogue, prison series of weekly dialogues built around issues of conflict resolution, self help, communications, and community building. Everglades Correctional Institution.

April, 2003. Collective Bargaining in a "Right to Work" Environment. This was a 6 hour open enrollment non-credit workshop offered to the general public in a CLRS Saturday series.

March, 2003. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Dade Correctional Institution.

March, 2003. Thinking and Planning Strategically. This was a full day workshop, co-facilitated by Dr. Nissen in Orlando with the Florida Organizing Cooperative.

March, 2003. Representing Members in Cases of Discrimination and Harassment. This was a 6 hour open enrollment non-credit workshop offered to the general public in a CLRS Saturday series.

February, 2003. Legal Rights of Union Stewards. This was a 6 hour open enrollment non-credit workshop offered to the general public in a CLRS Saturday series.

January, 2003. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Everglades Correctional Institution.

January-February, 2003. Facilitator Dialogue Leadership Workshop series. Trained inmate facilitators to help lead community dialogue series at Everglades Correctional Institution for volunteer inmate group.

January, 2003. The Rights and Roles of Union Stewards and Grievance Handling and Presentation Skills. Planned and presented two workshop sessions in the two-day program sponsored by the Gainesville Central Labor Council.

December, 2002. Community Building Workshop. A half-day workshop presented to 60 female inmates at Dade Correctional Institution.

December, 2002. Essential Report Writing Skills. This half-day workshop was presented to business representatives and staff of the South Florida Regional Carpenters, UBC.

November, 2002. Effective Grievance Handling. This was a 6 hour open enrollment non-credit workshop offered to the general public in a CLRS Saturday series.

November, 2002. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Dade Correctional Institution.

October, 2002. Community Dialogue. Presented at Miami-Dade Community College as part of a day-long diversity event.

September-October, 2002. MOSAIC Community Dialogue, prison series of weekly dialogues built around issues of conflict resolution, self help, communications, and community building. Everglades Correctional Institution.

September, 2002. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Dade Correctional Institution.

September, 2002. The Rights of Workers in Miami-Dade County. This day-long workshop was used to train volunteers from the faith community to educate and advocate the homeless and new immigrants on workplace justice issues.

September, 2002. Community Free Speech Dialogue. Presented at the Wolfsonian Museum as part of the Freedom of Speech Dialogues co-sponsored by MVOC, NCCJ, City of Miami, People for the American Way, and City of Miami Beach.

August, 2002. Strategic Planning. Facilitated and conducted with the City of Miami Community Relations Board.

August, 2002. Resolving Conflicts and Advocating for Workers' Rights. Presented to community faith-based advocates in cooperation with the Interfaith Committee for Worker Justice.

August, 2002. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Everglades Correctional Institution.

July, 2002. Building Diversity in Your Organization. This 2 hour presentation was delivered to United Way of Palm Beach.

June, 2002. Community Dialogue. This MVOC dialogue was co-sponsored by the MADD Dads organization of Miami in Overtown.

June 2002. Community Dialogue. This MVOC dialogue was co-sponsored by the Audubon Society of South Florida.

May, 2002. Community Dialogue on Free Speech. Presented with students and school district officials at Miami Southwest Senior High.

May, 2002. Community Dialogue. This Free Speech Dialogues was co-sponsored by People for the American Way in Little Havana.

April, 2002. Writing for Your Newsletter. This workshop was requested and presented by the South Florida Regional Carpenters, UBC in Hialeah, FL.

April, 2002. Community Dialogue Facilitator Training. Workshop presented to the staff of the Miami chapter of the National Audubon Society.

April, 2002. Community Dialogue. This MVOC dialogue was co-sponsored by the Fair Housing, Department of Human Services in Miami-Dade County at their annual luncheon.

April, 2002. Community Free Speech Dialogue. Co-sponsored by People for the American Way and held at Coral Gables Senior High with a group of high school newspaper editors and civics classes.

April, 2002. Surveying Your Membership. This was a 6 hour open enrollment non-credit workshop offered to the general public in a CLRS Saturday series.

April, 2002. Community Dialogue. This was a 5 hour dialogue between elementary and middle-school children held at the Miami Beach Convention Center.

March, 2002. Dealing With Difficult People. This was a 6 hour open enrollment non-credit workshop offered to the general public in a CLRS Saturday series.

March, 2002. Dealing With Difficult People and Conflict Resolution. This 2 day workshop series was presented to Peace Ambassadors STARS group of Miami-Dade County schools.

February, 2002. Community Dialogue. This was a 2 hour dialogue with the staff of the office of the Mayor, Miami-Dade County, Stephen P. Clark Center.

February, 2002. Effective Union Leadership: Managing Time. This was a 6 hour open enrollment non-credit workshop offered to the general public in a CLRS Saturday series.

February, 2002. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Dade-Annex Correctional Institution.

February, 2002. Running More Effective Meetings. This workshop was requested and presented to a Kenyan Cultural Society in Fort Lauderdale, FL.

January, 2002. Parliamentary Procedure and Running Effective Meetings. This 4 hour workshop was requested and co-sponsored by SEIU #1399.

January, 2002. Children of Slaves and Slaveowners: The Legacy. This day of dialogue was co-sponsored by NCCJ of Miami and the Ship, Amistad and was hosted by Miami-Dade Community College.

January, 2002. Community dialogue. This MVOC dialogue was co-sponsored by the Miami-Dade Community Relations Board and the MusicFest Miami. Children in the arts programs were able to take part in a dialogue with Ben Vereen and facilitated by myself and Valerie Taylor at the Caleb Center in Overtown.

January, 2002. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Dade Correctional Institution.

January, 2002. Effective Union Leadership: Examining Your Personal Leadership Style. This was a 6 hour open enrollment non-credit workshop offered to the general public in a CLRS Saturday series.

December, 2001. Community Dialogue. This MVOC Dialogue was co-sponsored by the City of Miami Community Relations Board.

November, 2001. Alternatives of Violence Project. Presented a three day, 24 hour advanced conflict resolution workshop at Dade-Annex Correctional Institution.

October, 2001. Community Dialogue: Safety in Our Schools. This dialogue was co-sponsored by the Miami Beach Community Relations board. I moderated a panel and facilitated a dialogue that was also shown on WLRN.

October, 2001. EOB Townhall Meeting on Human Rights. I sat as part of a panel representing the Equal Opportunity Board of Miami-Dade County.

September, 2001. Alternatives of Violence Project. Presented a three day, 24 hour Facilitator Training for conflict resolution workshop at Dade Correctional Institution.

September, 2001. Building Community on Miami Beach. This three hour dialogue session was co-sponsored by Miami Beach Commissioner, Maddie Bower.

August, 2001. Interfaith Community Dialogue. Co-sponsored by the South Florida Committee for Worker Justice.

August, 2001. Alternatives of Violence Project. Presented a three day, 24 hour advanced conflict resolution workshop at Dade-Annex Correctional Institution.

July, 2001. Community Building Dialogue. Co-sponsored by the South Florida Committee for Worker Justice.

July, 2001. Building Community on Miami Beach. This three hour dialogue session was co-sponsored by Miami Beach Commissioner, Maddie Bower.

June, 2001. Building Community Dialogue. This three hour dialogue session was co-sponsored by Baptist Hospitals of South Florida.

June, 2001. Alternatives of Violence Project. Presented a three day, 24 hour advanced conflict resolution workshop at Dade Correctional Institution.

June, 2001. Public Employees Steward Training. Gave a one-day Workshop in the rights and roles of stewards and grievance administration and handling to a group of leaders from the Broward Public Service Workers union.

June, 2001. Community Building Dialogue. Co-sponsored by Baptist Hospitals of South Florida at the Homestead hospital location.

June, 2001. PageMaker and Computer Publishing. Co-sponsored by the South Florida Regional Carpenters, UBC in Hialeah.

May, 2001. Community Building Dialogue. Co-sponsored by the Broward NCCJ at the Broward Convention Center .

May, 2001. Facilitation Skills. Presented in cooperation with the Miami-Dade County School District Peace Ambassador group.

May, 2001. PageMaker and Computer Publishing Basics. Co-sponsored by the South Florida Regional Carpenters, UBC in Hialeah.

April, 2001. Community MOSAIC Dialogue. This dialogue was co-sponsored by Mayor Penelas and his entire staff participated in the event.

April, 2001. Community Building Dialogue. Co-sponsored by Baptist Hospitals of South Florida at the Homestead hospital location.

April, 2001. PageMaker and Computer Publishing Basics. Co-sponsored by the South Florida Regional Carpenters, UBC in Hialeah.

March, 2001. Effective Union Leadership 3. General open enrollment, non-credit CLRS course offering presented for 6 hours to a mixed community group.

March, 2001. An American Dialogue. This community dialogue on Miami Beach was co-sponsored by the Miami Beach Community Relations Board and was televised on WLRN.

February, 2001. Running Effective Meetings. General open enrollment, non-credit CLRS course offering presented for 6 hours to a mixed community group.

February, 2001. Diversity Dialogue. Co-sponsored by the Miami-Dade County School District and the Peace Ambassador group.

January, 2001. The State of Emergency in Leadership : A National Conversation. Co-facilitated with the National Conference for Community and Justice and the Miami Herald at Miami-Dade Community College.

January, 2001. MOSAIC Dialogue. This presentation was coordinated and co-sponsored by the office of the Mayor for his State of the County speech in Hialeah.

December, 2000. MOSAIC Diversity Dialogue. Co-sponsored by the Miami-Dade County School District and the Peace Ambassador group.

A handwritten signature or set of initials, possibly 'JH', located at the bottom center of the page.

November-December, 2000. Effective Leadership Skills. Co-sponsored by the (UTD) United Teachers of Dade for their executive board.

December, 2000. Sexual Harassment and Discrimination. I presented 2 half-day sessions with the staff of the Public Health Trust.

October-January, 2000. MOSAIC Community Dialogue, prison series of weekly dialogues built around issues of conflict resolution, self help, communications, and community building. Everglades Correctional Institution.

October, 2000. Effective Union Leadership: Examining Your Personal Leadership Style. This was a 6 hour open enrollment non-credit workshop offered to the general public in a CLRS Saturday series.

September, 2000. Training for Diversity , Bridging the Gender Gap, Resolving Conflicts. I coordinated and taught several workshops in this three-day training of Diversity Team members for the FIU Diversity Initiative.

September, 2000. Alternatives of Violence Project. Presented a three day, 24 hour advanced conflict resolution workshop at Dade Correctional Institution.

July, 2000. MOSAIC Community Dialogue Facilitator Training. This half-day workshop was co-sponsored by MVOC and the Miami-Dade School District and was held at the Chapman house in Overtown.

July, 2000. MOSAIC Community Dialogue Facilitator Training. This half-day workshop was co-sponsored by MVOC and the Miami-Dade County Community Relations Board and was held at the Stephen P. Clark Government Center.

June, 2000. MOSAIC Diversity Dialogue Facilitator Training. This was a general facilitator training held at the Labor Center and open to all former dialogue participants.

June, 2000. MOSAIC Community Dialogue, the Economy of Our Community. This day-long workshop was co-sponsored by MVOC and the Human Services Coalition and was presented at Temple Israel.

June, 2000. MOSAIC Community Dialogue Facilitator Training. This half-day workshop was co-sponsored by MVOC in preparation for the Temple Israel dialogue.

June, 2000. MOSAIC Community Dialogue. This half-day dialogue was co-sponsored by the Miami-Dade County Community Relations Board for the Asian Board leaders.

June, 2000. Developing Strategies to Deal With Privatization. This was a 6 hour open enrollment non-credit workshop offered to the general public in a CLRS Saturday series.

June, 2000. MOSAIC Community Dialogue. This half-day dialogue was co-sponsored by the Miami-Dade School District and was presented at Booker T. Washington Senior High.

May, 2000. PageMaker and Computer Publishing. Co-sponsored by the South Florida Regional Carpenters, UBC in Hialeah.

May, 2000. MOSAIC Community Dialogue on Cultural Sensitivity. This day-long dialogue was co-sponsored by the Centers for Disease Control for its employees.

January-May, 2000. BTU Steward Leadership Training Series This was a series of 6 hour workshops offered by the Broward Teachers Union to their stewards at Saturday sessions.

April, 2000. MOSAIC Community Dialogue, This day-long workshop was co-sponsored by MVOC and the Mayor's office and open to county employees.

April, 2000. MOSAIC Community Dialogue Facilitator Training. This half-day workshop was co-sponsored by MVOC and the Children and Family Services Council.

April, 2000. Alternatives of Violence Project. Presented a three day, 24 hour advanced conflict resolution workshop at Broward Correctional Institution.

April, 2000. Effective Union Leadership I. This was a 6 hour open enrollment non-credit workshop offered to the general public in a CLRS Saturday series.

March, 2000. Alternatives of Violence Project. Presented a three day, 24 hour advanced conflict resolution workshop at Dade Correctional Institution.

January - March, 2000. Steward Leadership Lecture Series. Presented a series of 1 1/2 hour lectures at AFSCME Stewards of Miami-Dade County.

February - March, 2000. What Do Unions Do? Presented a series of apprentice workshops with Pipefitters #725.

February, 2000. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Everglades Correctional Institution.

February, 2000. Computer Publishing Basics. Presented a three-day series of computer PageMaker workshops to South Florida Regional Carpenters, UBC in Hialeah.

January, 2000. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Broward Correctional Institution.

December, 1999. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Dade Correctional Institution.

November, 1999. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Everglades Correctional Institution.

November, 1999. AFSCME Steward Training. This day-long workshop on grievance handling was presented to stewards of the American Federation of State, County, and Municipal Employees of Miami-Dade County.

July- November, 1999. Steward Leadership Lecture Series. Presented a series of 1 1/2 hour lectures at AFSCME Stewards of Miami-Dade County.

November, 1999. MOSAIC Community Dialogue Facilitator Training. This half-day workshop was co-sponsored by MVOC and was open to the public to get involved in the Study Circles International dialogue project in South Florida.

October, 1999. AFSCME Steward Training. This day-long workshop on basic rights and roles of stewards was presented to stewards of the American Federation of State, County, and Municipal Employees of Miami-Dade County.

October, 1999. Workplace Diversity. This workshop was presented and co-sponsored by IATSE local 477 (International Association of Theatrical and Stage Employees).

October, 1999. Workplace Diversity. This workshop was presented and co-sponsored by the Federal Corrections facility in West Kendall to officers and prison staff.

October, 1999. Business Roundtable Community Dialogue, This half-day workshop was co-sponsored by MVOC and open to the public to discuss issues for South Florida business in building prosperity in the community.

August, 1999. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Dade Correctional Institution with the Youth Offenders.

July, 1999. UNITE Steward Training. Presented a day-long training with Bruce Nissen and Guillermo Grenier to the stewards of UNITE at their facility in Hialeah. Materials were translated into 3 languages and lectures were simultaneously translated into Spanish and Creole.

June, 1999. MVOC Community Dialogue, This dialogue was co-sponsored by the Equal Opportunity Board of Miami-Dade County and was open to the public for participation..

June, 1999. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Broward Correctional Institution.

June, 1999. MOSAIC Community Dialogue Facilitator Training. This half-day workshop was co-sponsored by MVOC and was open to the public to get involved in the Study Circles International dialogue project in South Florida.

June, 1999. MVOC Community Dialogue, This dialogue was co-sponsored by the FIU Diversity Initiative and was open to the FIU Community.

June, 1999. UNITE Train-The-Trainer Presented a two-day training with Bruce Nissen to a UNITE leadership group at their facility in Hialeah. Participants were taught training techniques and how to appeal to diverse learning styles.

May, 1999. MVOC Community Dialogue, I co-facilitated a dialogue co-sponsored by the KIDS VOTE community organization.

May, 1999. Gainesville Labor School. I coordinated and taught in this two day mini-institute co-sponsored by the Gainesville Central Labor Council.

April, 1999. AFSCME Bargaining Training. These two day-long training sessions gave participants the chance to gain experience in a mock bargaining exercise.

April, 1999. Effective Union Leadership: Examining Your Personal Leadership Style. This was a 6 hour open enrollment non-credit workshop offered to the general public in a CLRS Saturday series.

March, 1999 MVOC Action Forum. This was a day-long Saturday dialogue with an action planning component and was open to all former community dialogue participants.

February-March, 1999. HUD Labor/Management Partnership Project. I was invited to attend and speak a series of weekly meetings with Housing and Urban Development (HUD) and county stakeholders in an advisory capacity by AFSCME leaders.

February-March, 1999. MVOC Community Dialogue. I was invited to facilitate a series of dialogues co-sponsored by the Miamians Working Together group.

February, 1999. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Everglades Correctional Institution.

January-February, 1999. Union Basics. Presented with Pipefitter apprentices at the apprenticeship hall in Opalaka, this series of evening workshops was repeated and presented to all classes of Pipefitters local #725.

January-May, 1999. Steward Leadership Lecture Series. Presented a series of 1 1/2 hour lectures at AFSCME Stewards of Miami-Dade County.

January, 1999. Discrimination Townhall Meeting. Represented the Equal Opportunity Board at a townhall meeting at the Caleb Center in Overtown.

January, 1999. League of Women Voters Retreat. Facilitated day-long strategic planning session for this group.

January, 1999. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Everglades Correctional Institution.

January, 1999. MVOC Community Dialogue.. This dialogue was co-sponsored by the Equal Opportunity Board of Miami-Dade County and was open to the public. It was held at the Stephen P. Clark Government Center.

August-December, 1998. Union Basics. Presented with Pipefitter apprentices at the apprenticeship hall in Opalaka, this series of evening workshops was repeated and presented to all classes of Pipefitters local #725.

December, 1998. Handling Non-Grievance Problems. This workshop was team taught with Bruce Nissen and offered to BTU stewards by the Broward Teachers Union in a one day, Saturday session.

November, 1998. Getting Your Message Out to the Media. This was a 6 hour open enrollment non-credit workshop offered to the general public in a CLRS Saturday series.

November, 1998. Labor History and Union Basics. Presented with Ironworkers at the union hall in Broward, this series of evening workshops was repeated and presented to all groups of apprentices, officers and executive board members..

July- November, 1998. Steward Leadership Lecture Series. Presented a series of Monthly 1 1/2 hour lectures at AFSCME Stewards of Miami-Dade County.

November, 1998. MVOC Community Dialogue, This dialogue was co-sponsored by the MD County Equal Opportunity Board and was open to the public..

October, 1998. MVOC Community Dialogue, This dialogue was co-sponsored by KIDS VOTING and brought students from 10 different high schools across the Miami-Dade School District.

August, 1998. BTU Steward Leadership Training: Dealing With Difficult People. I repeated this topic in 3 sessions of workshops offered by the Broward Teachers Union to their stewards over a two day period..

May, 1998. MVOC Community Dialogue: Envisioning a Peaceful Community. This dialogue was open to the public.

April, 1998. Common Sense Economics: Train the Trainer. This was a two day training in Orlando where I was a member of a training team with the AFL-CIO national staff.

April, 1998. Church World Services Retreat. In this day-long workshop I led the staff of CWS in Stress Reduction and dealing With Difficult People, Little Havana.

April, 1998. MVOC Community Dialogue, This dialogue was an open community dialogue co-sponsored by (NCCJ) National Conference for Community and Justice.

March, 1998. MVOC Community Dialogue: Congressional Exchange, This dialogue was an open community dialogue was open to all who had participated in the community dialogue process. State Representative, Willie Logan was a dialogue guest.

February, 1998. Puppets for Picket Lines. I team taught this two-Saturday workshop with Dr. Wilson in our open enrollment Weekend Institute Class (WIC).

February, 1998. MVOC Community Dialogue: Action Forum. This dialogue was an open community dialogue for those who had participated in community dialogues who wish to develop a legislative action plan. I served as coordinator and facilitator.

February, 1998. UNITE Steward Training. This one day steward training helped stewards understand their role and rights in the workplace. I taught and coordinated the training.

February, 1998. MVOC Community Dialogue at the United Way. I facilitated this community building dialogue, open to the public.

January, 1998. UNITE Steward Training. This one day steward training helped stewards understand their role in handling grievances and resolving conflicts in the workplace. I taught and coordinated the training.

January, 1998. Martin Luther King MVOC Community Dialogue at the Plymouth Congregational Church. I facilitated this community building dialogue, open to the public.

January, 1998. UNITE Steward Training. This one day steward training helped stewards Plan and conduct better meetings. I taught and coordinated this training workshop.

January-June, 1998. AFSCME Steward Leadership Series. This lecture series met once a month for 1 1/2 hours per session on various topical issues I presented.

December, 1997. IATSE Union Internal Organizing Training. This workshop was presented to the (IATSE) International Association of Theatrical and Stage Employees executive board at their union hall in Doral.

November, 1997. Dealing With Difficult People. This was a 6 hour open enrollment non-credit workshop offered to the general public in a CLRS Saturday series.

November-December, 1997. MVOC Community Dialogue Series. I facilitated this community building dialogue, open to the public.

November, 1997. IATSE Union Communication Skills Training. This workshop was presented to the (IATSE) International Association of Theatrical and Stage Employees leadership at their union hall in Doral.

November, 1997. IATSE Union Leadership Training. This series of 2 hour workshops were presented to the (IATSE) International Association of Theatrical and Stage Employees executive board at their union hall in Doral.

August-September, 1997. AFSCME Initial Steward Training. I taught this day-long workshop two Saturdays a month.

August-October, 1997. AFSCME Steward Leadership Series. This lecture series met once a month for 1 1/2 hours per session on various topical issues I presented.

August, 1997. Alternatives of Violence Project. Presented a three day, 24 hour basic conflict resolution workshop at Dade Correctional Institution.

May-June, 1997. Diversity at Work. This was a series of 6 hour open enrollment non-credit workshops offered to the general public in a CLRS Saturday series.

March, 1997. Workplace Violence. This was a 6 hour open enrollment non-credit workshop offered to the general public in a CLRS Saturday series.

CONTRIBUTIONS AT THE NATIONAL/INTERNATIONAL LEVEL

June, 2005. Honolulu, Hawaii. I was invited to teach 3 classes at the week-long ILWU Institute: Handling Conflicts and Managing Time; Communication Skills and Getting Your Message Out; Global Trade and Global Security Issues.

May, 2005. San Francisco, Cal. I was invited to present two workshops at the Alternatives to Violence National Conference: Using Popular Education Techniques in the Classroom; and Developing Community and Sustaining Adult Education Programs.

April, 2004. At the UALE National conference in Chicago I was voted Executive Vice President of UALE.

April, 2003. Hosted and help coordinate local speakers for the National UALE conference on Miami Beach.

November, 2003. Speech, Community and Coalition Building, at San Francisco State University in San Francisco, California.

June, 2003. Speech on "Creating International Partnerships in Conflict Resolution/Mediation." Presented to a student and judicial group in Buenos Aires, Argentina.

July, 2003. Leadership Skills for Women. Week-long workshop for women at the Southern Union School for Women Workers at Alabama University in Birmingham.

June, 2003. Present to a group of students and judiciary professionals in Buenos Aires, Argentina on the Role of CLRS and Developing International Partnerships with a mediation internship exchange program.

August, 2002. Media and Communication Strategies and Building Community Coalitions. Presented at the week-long ILWU Labor Institute at Tokai University, Honolulu, HI.

July, 2002. Leadership Skills for Women. Week-long workshop for women at the Southern Union School for Women Workers at University of Kentucky in Lexington.

November 30 - December 2, 2001. Hamilton, Bermuda. I conducted a workshop for the Bermuda Public Services Association (BPSA) for 75 union stewards in Effective Union Leadership and Team Building.

August, 2001. Communication Skills and Building Union Activism. I co-presented these workshops at the Southern Union School for Women Workers held in Silver Spring, Maryland at the George Meany Institute.

July, 2001. Leadership Skills for Women. I was invited to teach at the Midwest School for Women Workers at the University of Missouri in Kansas City, MO.

June, 2000. I co-coordinated and presented at the Southern Unions School for Women Workers in Miami, "Creating the Future: Shaping the Millennium."

August, 1999 - June, 2000 Worked with the Latin American Caribbean Center to develop a curriculum for human rights monitors for the garment industry, (WRAP) World Retail Apparel Program.

April, 2000. Conducted Leadership and Strategic Planning training with the Office and Professional Employees International Union in Memphis, TN.

December, 1999. Host South African Labor Educator from the University of Johannesburg, set up meetings with local labor leaders. Cosponsored by AFL-CIO Solidarity House.

October, 1999. I was asked to represent FIU at a national AERA conference on diversity held in Albuquerque, New Mexico.

June, 1999. Met with Israeli Labor official in Jerusalem and discussed the development of International exchange programs with the FIU Center for labor Research & Studies.

April, 1999. Developing Study Circle Dialogues With Workers. I coordinated and co-presented this workshop at the UALE National Education conference in Atlanta, GA.

October, 1998. Leadership Skills for Women in Their Unions. This workshop was given by invitation from the (GCIU) Graphic Communication International Union at their national conference in Kansas City, MO.

September, 1998. Conflict Resolution and Stress Management and Managing Time Effectively. I presented both of these day-long workshops twice each, at the ILWU Labor Institute held at Tokai University, Honolulu, HI.

August, 1998. Writing Newsletters and Leaflets for the Union. I was invited by the (BPSA) Bermuda Public Services Association to present this workshop for a four, full-day seminar in Hamilton, Bermuda.

August, 1998. Speaking and Writing for the Media: Telling Your Story. I was invited by the University of West Virginia to teach at this five day Southern Union School for Women at Harpers Ferry, West Virginia.

June, 1998. Leadership Skills for Women. I was invited by the (PSI) Public Services Internationale Romania to teach the first ever Women's Union Leadership School with the Medical Worker's Union in the Republic of Moldova, Kishneau, Moldova.

June, 1998. At the United Nations Conference on Public Works in Eforia, Romania, I was invited by PSI Romania to deliver a speech on "The Role of Women in Sustainable Development."

June, 1998. Meet with group of Female Romanian Union Leaders to discuss the role of women in the transition from a planned to a capital economic model as Services Become Privatized. Leaders of this group were Ion Belu and Minica Bloaja, Bucharest, Romania.

May, 1998. Women In Leadership Conference for the International Association of Machinists and Aerospace Workers (IAM). I gave the keynote speech on "Where we've Come From: Where we are going: Issues for the Future," In Minneapolis, MN.

April-May, 1998. Teaching for Diversity. A presentation given at the (UCLEA) University and College Labor Education Association annual national conference in San Jose, CA.

October, 1997. The Diverse Workplace. I was invited to present this day-long workshop to the human resource staff of Northwest Airlines at their head quarters in Minneapolis, MN.

August, 1997. Workplace Violence. This workshop was five half days long and was presented at the Southern Union School for Women Workers held in Birmingham, AL and hosted by the University of Alabama.

July, 1997. Union Solidarity and Cultural Diversity. This workshop was five half days long and was presented at the Midwest School for Women Workers held in Detroit, MI and co-hosted by the Wayne State University and Michigan State University at East Lansing.

May, 1997. Workplace Violence. I was invited to be on the training team at the George Meany Center in Silver Spring, Maryland. This five day non-credit class offered to a group of union leaders from across the country.

May, 1997. Domestic and Workplace Violence and Gender Differences. I was invited by (OCAW) the international union of Oil Chemical and Atomic Workers to present these workshops at their women's conference in Memphis, Tennessee.

April, 1997. Union Leadership: Developing Vision. I presented this topic from my dissertation at the UALE international conference in Toronto Canada.

September, 1996-March, 1997. Served as an expert witness in the court case of alleged discriminatory conduct against a doctor in a major hospital.

October, 1996. Workplace Violence. I was invited to be on the training team at the George Meany Center in Silver Spring, Maryland. This five day non-credit class offered to a group of union leaders from

across the country.

MEMBERSHIP ON BOARDS AND COMMITTEES

2004 - present:

Horticulture Program Committee Advisor at Everglades Correctional Institution, Miami, FL.

UALE Executive Board Member and Executive Vice President of UALE.

2003:

Member of the FIU/HR Committee to plan a "Take Your Child To Work Day one day conference event.

2002 - present:

Appointed Ethics Commissioner for Miami-Dade County Commission on Ethics, Office of the Inspector General.

Chair the CLR&S Labor Advisory Board.

2001 - present:

Alternatives to Violence Project (AVP) Prison Workshop Coordinator and AVP workshop facilitator from 1998-present.

1997 - 2000

Member of the Campus Diversity Training Team

1998 - 2000

FIU representative on the South Florida Diversity Coalition

1998 - present

Member FIU Access and Equity Committee

1998 - 2001

Sub-committee Chair, FIU Diversity Initiative

1998

University search committee for the position of the FIU Equal Opportunity Director

1997 - present

Many Voices: One Community facilitator and President of MV:OC since 1998.

1997 - present

Miami Alternatives to Violence Project coordinator and lead facilitator.

1997 - 2002

Equal Opportunity Board member for Miami-Dade County EOB. Vice Chair of the EOB 2001-2002.

1987 - 1997

Executive Board Member and Chair of the Women's Committee for UALE (formerly known as UCLEA, the University and College Labor Educators Association).

1997

CLRS search committee for a labor educator position.

1988-1995

Governor's Task Force on Literacy, State of Minnesota.

1992-1996

State Disability Advisory Board, Human Rights Commission, State of Minnesota

1985-present

Member of United Association for Labor Educators, UALE.