

# Déja Fitzgerald

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## Education

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Doctorate of Psychology, Counseling Psychology (August 2021 - May 2026)  
*The University of Tennessee - Knoxville, T.N.*

Master of Education, Student Affairs (August 2016 – May 2018)  
*The University of North Carolina at Greensboro – Greensboro, N.C.*  
*Relevant Courses: Helping Relationships in Counseling, Research Methods, College Student Development, Program Planning & Evaluation*

Bachelor of Science, Psychology (August 2012 – May 2016)  
*Concentration in Natural Science, Minor in Communications*  
*Appalachian State University – Boone, N.C.*

## Current Experience

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Equity and Inclusion Advocate (October 2020 - Current)  
*Cascade AIDS Project & Prism Health – Portland, Oregon*

- Served on the Executive Leadership Team, and partnered with the CEO, Chief of Staff, and the Union Executive Committee to drive positive culture and engagement.
- Developed and implemented the organization’s equity plan using frameworks of emergent strategy, restorative justice, community-building, education, and empowerment.
- Championed discussions, policy changes, and culture shifts that promote equity, and inclusion organizational goals.
- Refined processes for recruiting, screening, interviewing, and hiring job applicants and orienting new employees to the organization with a focus on equity and inclusion.
- Designed and implemented a company-wide Bias Incident Reporting process and restorative justice-based educational accountability discussion process.
- Provided leadership coaching to the 7+ members of the Executive Leadership Team and 20+ managers, including the Chief of Staff, Chief Financial Officer, Director of Development and Communications, and the Director of Healthcare Operations.
- Designed an alternative dispute resolution process to address complaints or disputes brought to management’s attention by employees.
- Worked collaboratively with directors and the HR Administrator to facilitate, coordinate the planning and implementation of equity and inclusion-based staff development and training for 130+ employees.
- Coordinate and facilitate CAP’s Equity, and Inclusion Committee, including making recommendations as identified by the committee to leadership and directors.
- Acted as a liaison where needed between management and frontline staff regarding issues of equity and inclusion, workplace culture, and more.
- Supported community engagement initiatives with regional community partners, local highschools and community partners, and more.

## **Fellowships, Awards, & Recognitions**

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Division 17 CNPAAEMI/SCP Leadership Fellow for 2020-2021 (April 2020 - Current)

American Psychological Association

- Selected as the Division 17 Fellow for the APA Leadership Development Institute (LDI) for the Council of National Psychological Associations for the Advancement of Ethnic Minority Interests (CNPAAEMI).
- Participated in the Presidential Residency with the President of the Society of Counseling Psychology, where I served on the Presidential STG Membership Team and assisted in plan development for our leadership and engagement pipeline.
- Collaboratively developed a leadership project with the 2020-2021 Leadership Fellows Cohort related to current Leadership Development Institute initiatives and the SCP strategic plan, which included a conference presentation.

Student Services Award for Student Support

(May 2019)

*Reed College – Portland, O.R..*

- Awarded the Student Services Award for Student Support for my ability to navigate complicated and severe mental health crises, and provide holistic student support.

Student Services Award for Strategic Innovation

(May 2019)

*Reed College – Portland, O.R..*

- Awarded the Strategic Innovation Award for my service on the interdisciplinary team that provides case management for all undergraduate students of concern at Reed College.

## **Research Experience**

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Research Assistant, Martinez Organizational Consulting

(April 2019 – Dec 2019)

*Portland State University – Portland, Oregon*

- Collaboratively designed a study for the Portland Chamber of Commerce and Partners in Diversity to assess reasons for turnover for employees of color, including social and mental health impact of residing in a homogenous environment.
- Performed qualitative interviews with current and previous employees of color to gain an understanding of why individuals have either stayed or left Portland, including psychological distress, mistrust, harm, family impact, and more.

Lab Manager of the Diversity, Allies, Stereotypes and Health Lab

(July 2018 – May 2019)

*Portland State University – Portland, Oregon*

- Supervised a team of 15 undergraduate and graduate student researchers.
- Designed trainings and educated lab members in protocols for using new research systems and tools.
- Managed administrative operations of 10+ ongoing research projects.
- Conceptualized research projects and planned research tasks and activities between Dr. Martinez, lead graduate student researchers, and undergraduate lab assistants.
- Served as a research assistant and contributed to various projects by completing literature reviews, transcription work, data collection, and copyediting.

Research Intern for the Center for Housing & Community Studies (February 2017– May 2017)  
*University of North Carolina at Greensboro – Greensboro, N.C.*

- Compiled research articles that pertain to higher education institutional policies and strategies on initiatives that support the retention and feelings of belongings for LGBT students.

Clinical Psychology Research Assistant (January 2016 – May 2016)  
*Appalachian State University – Boone, N.C.*

- Ran participants through a study protocol analyzing drinking behavior in college students
- Transcribed and analyzed 40+ interviews for a psychology doctoral student.
- Graded the data in accordance to the Motivational Interviewing Treatment Integrity Coding Manual.

### **Publications**

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Fitzgerald, D. (2020). Culturally-informed training in medical graduate education for the LGBTQ+ population. In A. Palmadessa (Eds), *Education in America: Perspectives, challenges, and opportunities*. Nova Science Publishers.

Harper, L., & Fitzgerald, D. (2020). Sexual orientation effects in health information technology usage: increasing equity in access while physical distancing. *Annals of LGBTQ Public and Population Health*.

Gonzalez, L., Mejia, Y., Kulish, A., Stein, G., Kiang, L., Fitzgerald, D., & Cavanaugh, A. (2020, April 13). Alternate approaches to coping in Latinx adolescents from immigrant families. *Journal of Adolescent Research*.

### **Presentations**

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Taylor, J., Consoli, A., Buttars, E., Fitzgerald, D., Berry, A., & McDermott, R. (2021, August 12). *Engaging Advocacy: An SCP Presidential Initiative at Training, International, and Community Levels*. Virtual session presented at the 2021 American Psychological Association Annual Convention.

Demarig, D., Hita, L., Fitzgerald, D., Tapp, R., & McCloskey, C. (2020, October 3). *Promoting Liberation Through Collective Leadership*. Virtual session presented at the 2020 Asian American Psychological Association Virtual Convention.

Fitzgerald, D. (2020, February 6). *Barriers to accessing mental health support for students of color*. Presentation session presented at the Student Success and Retention Conference, Portland, OR.

Fitzgerald, D. (2019, February 14). *Supporting students across the spectrum*. Presentation session presented at the Student Success and Retention Conference, Portland, OR.

Fitzgerald, D. (2017, April). *Sense of belonging for LGBTQ+ students*. Presentation session presented at the Bayard Rustin Center Symposium, Greensboro, NC.

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### **Reviewer for Conferences & Journals**

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- Division 44 Program - 2021 APA Convention

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### **Grants Received**

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Faculty Investigator, Social Justice Research and Education Fund (May 2020)  
*Awarded: \$3,000 - Office of Institutional Diversity, Reed College - Portland, O.R.*

- Purpose:
  - Assess the COVID-19 related experienced of perceived discrimination and/or harassment by Reed's Asian, Asian American, and Pacific Islander (AAPI) students.
  - Estimate COVID-19-related risk perceptions, media exposure, trust in institutions managing, supporting, and communicating about COVID-19;
  - Studying the effects of risk perceptions, protective behaviors, and acute stress on psychosocial, behavioral and emotional responses as an ambiguous global health threat unfolds.

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### **Teaching Experience**

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Undergraduate Research Thesis Committee Member (Spring 2019, Spring 2020)  
*Reed College - Portland, O.R.*

- Our Beds Are Islands: Creating Queer Physical-Theatre in the Age of Streaming Media
- The Effects of Microaggressions on Predictors of Academic Success
- Ballot Integrity or Voter Suppression?: Minority Threat Theory Applied to the Case of Voter Identification Laws in the United States

First Year Experience Instructor and Coach (Fall 2017)  
*Guilford College – Greensboro, N.C.*

- Taught 17 students the First Year Experience curriculum that explored diversity and inclusion, emphasized Guilford College's Core Values, and facilitated student transitions into higher education.
- Supervised a teaching assistant, who assisted with peer support and learning.
- Met regularly with First Year Experience students to create support plans designed to bolster well-being and sense of belonging on campus.

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### **Professional Affiliations Activities & Service**

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American Psychological Association, Member of Div. 12, 17, 35, & 44  
(February 2020 – Current)

- Tri-Chair, Division 17, Upending Anti-Black Racism Presidential Task Force
- Co-Chair, Division 17, Executive Order Community Organizing/Healing Spaces/Resistance Strategies Task Force
- Committee Member, Membership Recruitment, Onboarding, Retention & Recognition
- Chair, Division 17, Couples & Family Special Interest Group

- Social Media Coordinator, Division 35, Section 4, Lesbian, Bisexual and Transgender Concerns

### **Academic Service**

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Reed College Search Committee Member (December 2019 - May 2020)  
*Reed College - Portland, O.R.*

- Along with deans, faculty, and students; we designed and implemented a national search for the Vice President of Student Life.
- Along with associate deans, members of the Office of Institutional Diversity, Student Life Staff, and students; we designed and implemented a national search for the Director of the Students for Education, Equity, and Direct Service department.

Chair of the Bayard Rustin Center Symposium Committee (September 2017 – May 2018)  
*Guilford College – Greensboro, N.C.*

- Led and worked cooperatively with campus partners, students, and community members to plan the 7th annual Bayard Rustin Center LGBTQIA Research Symposium, which is a conference that explored LGBTQIA issues within higher education.

Transgender and Non-binary Student Support Committee (September 2017 – May 2018)  
*Guilford College – Greensboro, N.C.*

- Reviewed campus policies and practices to assess and evaluate inclusivity at Guilford College for transgender and non-binary students, staff, and faculty members; and drafted a strategic initiative to improve outcomes.

Ethical Leadership Advisory Council Member (September 2017 – May 2018)  
*Guilford College – Greensboro, N.C.*

- Established ethical leadership definitions and guidelines for the campus.
- Administered the Multi-Institutional Study of Leadership (MSL) to determine data points related to ethical decision-making.
- Created ethical leadership awards for faculty, staff, and students.

### **Community Activities & Service**

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Ambassador, Black Music Collective (January 2021 - September 2021)  
 The Recording Academy (Pacific Northwest Chapter) - Portland, O.R.

- Identified and amplified the voices, content and projects of Black Music creators and professionals within the Recording Academy.
- Created accountability on behalf of the culture with The Recording Academy through transparency, measurable change and building/earning trust.
- Recruited new voting members to develop future elected leaders.

Board Member, Emphasis on Diversity, Equity, & Inclusion (March 2020 - Current)  
 Music Portland - Portland, O.R.

- Planned, guided and advised the Board of Directors for Music Portland and collaborators on diversity, equity, inclusion, and advocacy policy change.
- Provided individualized learning opportunities and opportunities for dialogue to promote cultural understanding, bias prevention, and a climate of equity and inclusion.

- Advocated for inclusivity and equity within the city music industry with The Recording Academy, local industry leaders, media and journalists, and more.
- Established guidelines for business grant recipients of the \$14+ million grant from the CARE Act, and created eligibility guidelines centered on equity and inclusion.
- Served as a liaison between Music Portland and the Collective, the regional community of hip-hop stakeholders.

Diversity and Inclusion Committee Member (September 2018 - October 2020)  
Northwest Association of College & University Housing Officers (NWACUHO)

- Developed Accessibility Guides that offer local resources for marginalized community members attending the annual NWACUHO conference.
- Work in conjunction with the Programming Committee for the NWACUHO Annual Conference to recruit program proposals representing diverse topics and institutions.
- Support and create content for professional development venues within NWACUHO.

### **Previous Work Experience**

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Area Coordinator, Residence Life (July 2018 – October 2020)  
*Reed College – Portland, Oregon*

- Designed, facilitated, and implemented training and development for 52 part-time employees on topics like equity and inclusion, communication and boundaries, conflict management, accessibility, mental health, resource referral and more.
- Managed two identity-based residential affinity groups for 40+ students of color and genderqueer students, and facilitated trainings and dialogue sessions for minoritized groups, including equity, inclusion, bystander intervention, self-efficacy, and advocacy.
- Designed and implemented evaluative feedback measures for student staff and residential communities (surveys and focus groups) and crafted data-informed proposals.
- Supervised 14 part-time employees, and engaged in one-on-one mentorship.
- Served on several recruitment committees in which I have been responsible for developing a strong recruitment team, identifying any hiring needs, communicating with internal and community stakeholders regarding needs, equitable sourcing, screening, behavioral interview question development, developing stakeholder panel interviews, candidate ranking and evaluations, and providing recommendations to senior leadership.
- Provided case management and mediated conflict for a residential community of approximately 250 students and created support plans for students of concern regarding mental health behavior, developing self-efficacy skills, managing harmful intrapersonal and interpersonal behaviors, and mitigating disruptive behaviors.
- Served as an on-call immediate point of contact for mental health crisis, provided support for individual mental health crises such as severe anxiety and depressive episodes, severe suicidal ideation, mania, and psychosis; and utilized the Columbia-Suicide Severity Rating Scale in response to suicidality concerns.
- Facilitated harm-reduction Alcohol and Other Drug meetings with students regarding substance use, in addition to impact on the self and community.

Multicultural Education Dept. Graduate Assistant (January 2017 – May 2018)  
*Guilford College – Greensboro, N.C.*

- Coordinated and facilitated equity and inclusion training for students and university personnel, such as Understanding Racism and LGBTQ+ Liberation Space training.
- Advised the ALAS student organization, a Latinx student mentorship program that offers leadership training, professional development, and social networking events.
- Supervised 9 undergraduate student personnel and working staff.
- Supported the implementation of featured Multicultural Education Department campus-wide research and training events, such as the All-Black Everything Symposium, the Bayard Rustin Symposium, and other key events.

Graduate Intern for the Dean of Students Office (May 2017 – June 2017)

*Guilford College – Greensboro, N.C.*

- Analyzed data regarding the institution’s student population, sense of belonging, campus climate, and other related subjects.
- Summarized the findings of the data for interpretation by senior staff members and other administrative staff members.

### **Training & Certifications**

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On-Call Suicidality Crisis Response for Transgender Populations	(February 2020)
Supervision with an Equity, Diversity, Inclusion Lens	(January 2020)
Mental Health First Aid	(August 2018)
Liberation Space Training	(June 2017)
FEMA Emergency Management Institute – Intro to the Incident Command System	(March 2017)
Collaborative Institutional Training Initiative’s Student Researcher	(February 2017)