

**MARQUITA M. BOOKER (PRONOUNS: SHE/HER/HERS)**

**BELONGING, INCLUSION, DIVERSITY, EQUITY STRATEGIST/CIVIL RIGHTS ATTORNEY**

A highly accomplished higher education administrator, lawyer, scholar, and belonging, inclusion, diversity, and equity (B.I.D.E.) practitioner, complemented with 15 years of civil rights in employment and education experience, including the following competencies:

- Complaint and Conflict Resolution
- Policy & Procedure Development
- Strategic Planning & Fundraising
- Community & Civic Engagement
- Data Analysis
- Diversity & Inclusion Programming
- Compliance Investigations/Audits
- Change Management
- Education, Training, & Development
- Cultural Responsiveness
- Leadership & Management

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**PROFESSIONAL EXPERIENCE**

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**UNIVERSITY OF TEXAS AT AUSTIN**

**09/2018 - Present**

**Division of Diversity and Community Engagement (Austin, TX)**

Associate Vice President for Inclusion and Equity

- Oversee the Office for Inclusion and Equity by providing guidance, supervision, administration, budget oversight, and daily operations management to a team of 13 direct reports.
- Collaborate with the President, Provost, and academic and administrative leaders to cultivate and sustain a culture of inclusive excellence.
- Serve as the Equity Officer for the New York and California campuses.
- Engage stakeholders to develop, implement, operationalize, and measure the university's strategic diversity and inclusion plan, vision, and related goals.
- Co-chair the Commission on Multicultural Affairs and work closely with the university's network of diversity point people.
- Collaborate with counseling and mental health services to identify resource disparities within marginalized populations.
- Serve as a student misconduct hearing officer, and a faculty grievance hearing officer.
- Liaise with local and state government on policies that impact educational equity.
- Collaborate with various university constituencies to initiate and manage fundraising efforts.
- Work with student financial services, government relations, and opportunity development teams to promote equitable financial access for socio-economically disadvantaged populations.
- Develop strategic hiring and retention efforts to attract and retain a highly talented, diverse workforce. Partner with the talent acquisition teams, colleges, and other units to propose, develop, and deploy initiatives that broaden the university's outreach to diverse, qualified candidates.
- Maintain strategic relationships with the community, alumni, corporate donors, benefactors, industry, and local, state, regional, and national organizations focused on culturally responsive education.
- Coordinate a wide variety of university and community level EID programming. Plan and host university and public events on the subject of EID. Propose and develop institutional programming, including employee developmental programs in cultural responsiveness and cultivating and retaining future leaders from diverse backgrounds.
- Facilitate inclusive dialogue concerning campus, national, and global social justice issues. Establish effective modes of communication about ongoing EID opportunities across the 14 UT System institutions.
- Create and implement communication strategies and content management for training, web resources, social media, and print materials to support EID and related initiatives. Serve as a senior spokesperson for the university on matters about EID. Form and cultivate strategic partnerships with individuals and organizations outside the university to further its diversity agenda.
- Partner with the academic affairs, student success, student enrollment, and student conduct teams to advance educational equity.
- Ensure the development and communication of EID university policies, standards, and procedures. Serve as an advocate, mentor, and resource for concerns and issues related to EID.
- Collect, analyze, monitor, and disseminate data to benchmark and promote EID accountability at the university.

- Develop and implement annual Affirmative Action Plan and other federal and state reporting requirements.

**SELECTED ACCOMPLISHMENTS:**

- Developed a diversity certification program, securing \$300,000 during the first year
- Instituted the Center for Restorative Justice Practices

**UNIVERSITY OF NORTH TEXAS SYSTEM ADMINISTRATION****12/2016 - 09/2018****Office of Equity, Diversity, and Inclusion (Dallas, TX)****Director of Equity, Diversity, and Inclusion/ADA and Title IX Coordinator**

- Worked diagonally across the UNT System institutions to guide policy/practices from an equity lens.
- Partnered with and supported development and communication to drive design and delivery of inclusive messaging to key stakeholders.
- Conducted and managed individual and systemic discrimination, harassment, retaliation, and ethics investigations.
- Consulted with program teams to determine needs and provide guidance for designing evidence-informed solutions to align with EID objectives.
- Provided technical assistance, advice, coaching, and consultation to individuals and groups regarding cross-cultural conflicts and disputes, as well as policies and practices that adversely impact underrepresented groups.
- Collaborated with talent acquisitions and human resources to develop strategies for talent management and development.
- Developed and facilitated training surrounding microinequities, implicit bias, institutional practices, policies and procedures, applicable federal, state, and local nondiscrimination laws, health/healthcare disparities, etc.
- Managed the development, coordination, and implementation of institutional equity plans, policies, and procedures designed to ensure compliance with federal and state law and meet internal EID goals.
- Oversaw the Americans with Disabilities Act reasonable accommodation interactive process.
- Developed and implemented training programs for employees, students, and external stakeholders.
- Conducted and managed individual and systemic discrimination, harassment, retaliation, and ethics investigations.
- Managed and implemented annual Affirmative Action Plan and other federal and state demographic reports.
- Designed results-oriented programs to increase participation of women, minorities, veterans, and individuals with disabilities.
- Drafted position statements in response to charges of discrimination filed with federal and state agencies such as the Equal Employment Opportunity Commission, Office of Federal Contract Compliance Programs, Department of Education – Office for Civil Rights, and the Texas Workforce Commission.
- Served on various committees to expand outreach activities and awareness of institutional programs, services, mission, and values.
- Oversaw Clery Act/ Campus Save Act and VAWA federal reporting requirements.

**SELECTED ACCOMPLISHMENTS:**

- Revised nondiscrimination and sexual misconduct reporting processes to advance responsiveness and continuity between UNT System institutions
- Developed EID scorecard/dashboard to track metrics and advance accountability

**SCHOOL BOARD OF BROWARD COUNTY, FLORIDA****12/2014 - 12/2016****Department of Equal Educational and Employment Opportunities (Fort Lauderdale, FL)****Senior Equal Opportunity Administrator/Chief Equity Officer**

- Served as the district-wide equity officer comprised of 300 primary and secondary schools, and 37 colleges and continuing education centers.
- Served as the Title IX and ADA/Section 504 Coordinator.
- Managed a team of six staff members.
- Spearheaded the pipeline program to accelerate college enrollment for underserved students.

- Developed and oversaw the implementation and monitoring of the district's equal opportunity and Affirmative Action programs; worked closely with academic and administrative leadership throughout the district to ensure compliance with applicable federal and state laws, regulations, guidelines, and internal policies.
- Performed and oversaw investigations related to complex matters of discrimination and harassment and served as subject matter expert on applicable complaint resolution processes.
- Provided high-level consultative services and customized training to departments and divisions on issues related to all areas of equal opportunity, diversity, and inclusion.
- Oversaw the district's conflict resolution services, the center for multicultural engagement, and the LGBTQIA+ support program.
- Worked closely with local and state government and civic/nonprofit organizations to improve outcomes for diverse communities and student populations.
- Served as the co-chair of the STEM preparedness program.
- Led the policy review board.
- Presented information to the governing board, and served as the senior spokesperson for EID issues.
- Developed and maintained professional working relationships and strategic partnerships.

**SELECTED ACCOMPLISHMENTS:**

- Developed applicant pool certification process to address underutilization and meet diversity goals
- Secured \$200,000 in grant funding

**B&B Law, P.A.**

**03/2011 - 09/2015**

**Civil Rights Division (Orlando, FL)**

Employment and Education Discrimination Attorney

- Drafted and presented memorandums of law, legal briefs, case reports about the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, Individuals with Disabilities Act, Age Discrimination in Employment Act, Title VI, Title VII, and Title IX, the Equal Pay Act, Family Medical Leave Act, Genetic Information Nondiscrimination Act, Vietnam Era Veterans' Readjustment Assistance Act, and the Pregnancy Discrimination Act, among other federal statutes.
- Developed employment handbooks, policy and procedure manuals, and best practice guides for public and private sector clients.
- Represented clients in EEOC, OFCCP audits, DOL wage and hour, OSHA workplace safety investigations, and DOJ public accommodations, and OCR investigations, audits, as well as in federal and state courts.
- Established and maintained trusting relationships and credibility with firm leadership, clients, and peers.
- Educated clients and stakeholders about the significance of civil rights concepts such as equal opportunity, disparate treatment, and adverse impact.
- Conducted workforce analysis, benchmarking, and other metrics on behalf of the firm and clients. Prepared employment trend reports related to the utilization of the job market in employment practices. Recommended improvements in operations and employee programs to ensure compliance with diversity/EEO goals and regulations.
- Conducted and oversaw discrimination, harassment, retaliation, sexual assault, and ethics investigations on behalf of clients.

**SELECTED ACCOMPLISHMENTS:**

- Reduced employee grievance costs by 30% by developing successful working relationships with union leadership and training managers to exercise disciplinary authority in compliance with collective bargaining agreements and/or employment contracts
- Negotiated the most expansive same-sex/domestic partnership benefit package for the firm's largest client

**PALM BEACH COUNTY BOARD OF COMMISSIONS**

**Office of Equal Opportunity (West Palm Beach, FL)**

**03/2002 - 06/2007**

Lead Equal Opportunity Compliance Specialist

- Monitored and evaluated the efficacy of policies and procedures to implement the EEO program and ADA compliance; recommended alternatives, corrections, and remedial actions.
- Developed full-cycle recruitment strategies to identify, attract, select, hire, and onboard top diverse talent.
- Trained, mentored, and supported junior team members.
- Processed and investigated complaints of discrimination, harassment, and retaliation and recommended appropriate action.
- Managed employee resource/affinity group programs.
- Reviewed performance appraisals for all administrative staff members.
- Conducted stay and exit interviews to identify areas for company improvement.
- Assisted leadership in developing proactive measures for resolving conflicts that could escalate into formal complaints.
- Conducted surveys and research; compiled and analyzed data; and prepared complex narrative and statistical reports.

SELECTED ACCOMPLISHMENTS:

- Selected as employee of the month seven times and employee of the year for three consecutive years
- Implemented first anonymous misconduct reporting mechanism

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**EDUCATION**

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**Doctor of Education (Ed.D.) Candidate**, Education Leadership University of Illinois, Champaign, IL (anticipated, 12/2021)

*Dissertation Research: A comparative study of faculty diversification in predominately white institutions and minority-serving institutions*

**Master of Law (LL.M.)**, Employment Discrimination Law, Atlanta's John Marshall Law School, Atlanta, GA

*Thesis: The misapplication of the ADA and FMLA in public higher education employment*

**Master of Public Administration (M.P.A.)**, Higher Ed. Admin, Pennsylvania State University, University Park, PA

*Thesis: Myths and Misconceptions: The white law student experience at historically black colleges and universities*

**Juris Doctor (J.D.)**, Employment and Labor Law, Florida A&M University College of Law, Orlando, FL

**Bachelor of Arts (B.A.)**, Political Science and Criminal Justice, University of South Carolina, Columbia, SC

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**PROFESSIONAL DEVELOPMENT**

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**Certified Grant Writer Series**, American Grant Writers' Association, Inc. (2021)

**Free Speech and Inclusion in Higher Education**, American Council on Education (2021)

**Implementing what Works for Latinx Students**, Excelencia in Education (2021)

**Inclusive Diversity Talent Management Certification**, Cornell University (2021)

**Restorative Justice and Racial Healing Certification**, University of San Diego (2021)

**Restorative Practices and Peacebuilding Training**, Restorative Solutions (2021)

**ATIXA Title IX Regulations Implementation Certification**, Association of Title IX Administrators (2020)

**Change Management Leadership Certification**, Cornell University (2020)

**EEOC Investigator Refresher Training**, Equal Employment Opportunity Commission (2020)

**How the Academy is Failing Black Male Students Training**, American Association for Access, Equity, and Diversity (2020)

**Human Resource Workforce Demographics Data Compliance Training**, TAMS Group (2020)

**National Conference on Race and Ethnicity in American Higher Education**, University of Oklahoma (2020)

**Title VII Issues and Trends**, Husch Blackwell (2019-2020)

**Allies in Action**, UT Austin, Gender and Sexuality Center (2019-2020)

**Diversity and Inclusion Leadership Certification**, Cornell University (2019)

**Diversity, Equity, and Inclusion Data Analytics Training**, PeopleFluent (2018)

**Certified Diversity Professional**, National Diversity Council (2018)

**Evolving Employment Law Issues**, Legal Education Training Center (2018-2019)

**Ethics, Compliance, and Policy Analysis Training**, SHRM (2017)

**LexisNexis Legal Research Certificate**, Penn Foster (2017)

**Advanced EEOC Investigator Training**, Equal Employment Opportunity Commission (2016-2017)

**Mediation Training/Conflict Resolution Training**, Mediation Training Program (2016-2017)

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**PROFESSIONAL AFFILIATIONS**


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**Advisor**, Coalition of Diversity, Equity, and Inclusion Officers, UT Austin  
**Advisory Board Member**, National Diversity Council  
**Advisory Board Member**, Diversity Outreach and Resource Committee, South Carolina Combat Veterans' Group  
**Chair**, Adaptive Resolutions Planning Committee, UT Austin  
**Chair**, Anti-Racism Strategic Planning and Implementation Committee, UT Austin  
**Chair**, DEI Council, UT Austin  
**Co-Chair**, University Diversity and Inclusion Action Plan Committee, UT Austin  
**Co-Chair**, Sexual Misconduct Policy Review Board, UT Austin  
**Ex-Officio**, Council for Racial and Ethnic Equity and Diversity, UT Austin  
**Ex-Officio**, Council for LGBTQIA+ Access, Equity, and Inclusion, UT Austin  
**Ex-Officio**, University Faculty Gender Equity Council, UT Austin  
**Member**, American Association for Access, Equity, and Diversity  
**Member**, American Bar Association/Young Lawyers' Division  
**Member**, American Council on Education  
**Member**, Equity Review Board, Dell Medical School  
**Member**, Florida Bar/Education Law Division (Active & In Good Standing)  
**Member**, National Association for Diversity Officers in Higher Education  
**Member**, National Association of Professional Women  
**Member**, Society for Human Resource Management  
**Member**, Texas Bar/Employment Law Division (Active & In Good Standing)  
**Member**, United States District Court, Southern District, Florida (Active & In Good Standing)  
**Member**, Title IX/Clery Executive Compliance Taskforce, UT System

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**RECENT PRESENTATIONS**


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**Guest Lecturer**: The Business Case for Diversity, UT Austin – McCombs School of Business (2021)  
**Facilitator**: Community Building Restorative Circle, Austin Institute on Domestic Violence and Sexual Assault (2021)  
**Facilitator**: Racial Healing Restorative Circle, UT Austin – Intercollegiate Athletics Program (2021)  
**Facilitator**: Inclusive Classrooms Workshop, UT Austin (2019-2021)  
**Facilitator**: Culturally Responsive Pedagogy, University of Illinois at Urbana-Champaign (2021)  
**Facilitator**: Title VI, Title VII, Title IX, Americans with Disabilities Act, and Implicit Bias, UT System (2019-2021)  
**Facilitator**: Amplifying Trans and Non-Binary Voices, UT System (2021)  
**Presenter**: Don't Sweat the Small Stuff (Racial Micro inequities in College Sports), UT Austin – Intercollegiate Athletic Program (2021)  
**Facilitator**: How Diversity Drives Innovation, UT Austin STEM Leadership Board (2021)  
**Facilitator**: Inclusive Leadership and Health Equity, Dell Medical School (2021)  
**Facilitator**: Uninhibited Conversations about Race and Racism, UT Austin – Dean's Council  
**Presenter**: The Intersectionality of Race and Gender in Women's Intercollegiate Sports, UT Austin – Intercollegiate Sports Program (2021)  
**Participant**: Diversity Strategic Planning and Implementation, University of Illinois at Urbana-Champaign (2021)  
**Participant**: Higher Education Recruitment Consortium (HERC) Toward Inclusive Excellence: Attracting and Retaining Diverse Faculty and Staff (2020)  
**Presenter**: Recognizing and Disrupting Implicit Bias, UT System Administration (2020-2021)  
**Presenter**: Strategies for an Equitable Workplace, UT Austin (2019-2021)  
**Presenter**: Disability and Religious Accommodations Best Practices, South Carolina Combat Veteran's Group (2020)  
**Panelist**: Adopting a Culturally Responsive Pedagogy, UT Austin – Faculty Council (2020)  
**Presenter**: Implementing an Affirmative Action Plan, UT Austin – Human Resources Consortium (2020-2021)  
**Panelist**: Workplace Discrimination Investigation Best Practices, Texas Department of Transportation (2020)  
**Panelist**: Black Women Leaders in Higher Education Administration, Empowered Women of Color (2020)  
**Facilitator**: Women of Color in STEM Fields, Austin Community College (2020)  
**Presenter**: Diversity as a Core Value, UT Austin (2020-2021)  
**Presenter**: Recruiting and Retaining Diverse Faculty, UT Austin (2019-2021)