

## Sharbari Dey

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### Global DEI | Facilitator and Trainer | Organizational Culture & Metrics

Diversity, equity and inclusion (DEI) professional with expertise in organizational climate, engagement, access and success practices. Over a decade of experience in facilitating intergroup conversations, building cultural competence in leadership, program management, strategic leadership and, supporting employee resource groups. Passionate about applying equity / inclusion frameworks for action / change.

**Ipas, Chapel Hill, NC**

**01/2019 to Present**

#### **Manager, Global Diversity, Equity and Inclusion**

Development of global DEI strategies and initiatives in alignment with organizational goals while ensuring compliance of policies related to nondiscrimination and equal opportunity in this inaugural position.

- Conduct cultural climate assessments to identify leadership development opportunities for performance management, diversity retention, talent acquisition and staff development.
  - Introduced in person climate assessment reports / recommendations for country teams.
  - Advising managers on building diverse candidate pools / equitable recruitment process.
- Drive accountability using DEI metrics using engagement data and reporting, tracking of hiring & turnover and diversity dashboards.
  - Introduced a customized diversity dashboard for country teams to identify areas of recruitment and growth to achieve equity in the workforce.
  - Translated engagement data concern areas into positive outcomes in three major areas - organizational trust, professional development opportunities and diversity outcomes.
  - Introduced a three-year organizational diversity blueprint and strategic direction using an inclusive excellence framework to center DEI in practice and policy.
- Support employee resource groups and global human resources community of practice.
- Facilitate professional development and employee support trainings.
  - Designed global team-based trust trainings to address organizational trust concerns.
  - Designed culture of respect/sexual harassment prevention for all employees.
  - Conducted implicit bias and engaging in difficult conversations workshops for managers related to reduction in force and performance management.
  - Facilitated leadership trainings for country directors in Asia and East / Southern Africa.

**we are (Working to Extend Anti-Racist Education), Durham NC**

**04/2015 – Present**

#### **Board Member and Facilitator**

- Co-facilitate and design anti-racism focused curriculum for the *Educator Institute*, a three-day immersive for K-12 teachers and administrators.
- Support grant applications and fundraising goals for the organization.

**UNC, Chapel Hill, Chapel Hill, NC**

**12/2012 – 12/2018**

#### **Assistant Director, Education and Special Initiatives – Office of Diversity and Inclusion**

Lead educational programming on bias, cultural competency, hiring, retention and, workplace climate.

- Coordinating a cultural competence leadership program for student leaders.
- Led educational and service projects such as the faculty / staff Diversity THINKposium, University MLK Week of Events and Diversity in Higher Education Speaker Series.
- Supported faculty in incorporating diversity and inclusion into research and career grants.

- Supported institutional retention initiatives such as the faculty diversity liaison program, employee resource groups, university council on institutional equity and diversity, graduate student diversity council, faculty learning communities and the Association for Women Faculty and Professionals.

**Virginia Tech, Blacksburg, VA**

**07/2010 – 12/2012**

**Program Coordinator – Women’s Center**

Led programming related to gender equity, gender-based oppression and harassment including the campus Women’s Month celebrations.

- Facilitated student, staff and faculty workshops on salary / career negotiation, cultural competency, and, violence prevention through the Mentors in Violence Prevention Program.
- Advised student organizations and supervised a student-led afterschool college / career readiness program for middle and high school children of refugees.
- Taught seminar courses for students on leadership and diversity.

**Louisiana State University, Baton Rouge, LA**

**08/2005 – 07/2010**

**Research and Program Assistant – Women’s Center**

Developed gender-based initiatives and education to advance equity and inclusion.

- Provided on-call and walk-in referrals, crises intervention support for students.
- Taught seminar courses on gender equity for summer study abroad to India and Kenya.
- Coordinated the National Science Foundation and the Board of Regents’ Louisiana Experimental Program to Stimulate Competitive Research statewide study; examined both teachers’ responses to / students’ (PreK to 4th Grade) knowledge of the 2005 hurricanes.
- Research assistant for study examining volunteerism in students of social work after hurricanes Katrina and Rita (Southern University, LSU, Jackson State University, and University of Houston).

**Education**

**PhD, Educational Leadership, Policy, and Human Development - North Carolina State University, Raleigh, NC (anticipated degree in Fall 2020)**

**Master of Arts (MA), Social Work – Tata Institute of Social Sciences, India**

**Bachelor of Science (BS), Electronic Science – University of Pune, India**

**Select Publications & Workshops**

- Dey, S.K. (April 2020). Discomforting: The need for culturally relevant professional development for educators. In Caldwell, E.K. & Chavez, E. (Eds.), Engaging the African diaspora in K-12 education. Peter Lang Publishing: New York.
- Dey, S.K., Faison, C., & Boehm, E. (December 2019 & March 2020). Facilitation for Equity in Teaching Institute, Center for Faculty Excellence at UNC Chapel Hill.
- Dey, S.K. & Rubio, A. (June 2018). Why Understanding Intersectionality Matters in the Workplace. Presentation at the National Conference on Race and Ethnicity in American Higher Education. San Francisco: California.
- Dey, S.K. (March 2018). Between the Line: Allyship and Appropriation. Presentation at Let’s Talk Racism Conference. Durham: North Carolina.
- Dey, S.K. (June 2017). Culturally Responsive Teaching. Presentation at the National Conference on Race and Ethnicity in American Higher Education. Fort Worth: Texas.