

**Derek Bradley, Ed.D**

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**SUMMARY**

Transformational leader and change agent with a wealth of experience fostering belonging in workplaces and classrooms through an equity-based lens. Dedicated to transforming learning and working environments, cultivating environments where every individual feels a deep sense of belonging, and co-creating spaces that reflect the lived experiences of individuals to sustain a culture where everyone is empowered and valued. Proficient in leveraging trust and compassionate care through a human-centered lens and culturally-grounded practices to enhance workplace and classroom belonging, necessary for transformational change.

**EDUCATION**

**Ed. D in Educational Leadership** (May 2024)

CSU Sacramento

*Dissertation title:* “Invisible Scars: Reimagining Black Male Academic Excellence Through a Hip-Hop Empowerment Model”

*Committee:* Anthony Rivas (chair), Damariye Smith, Angelo Williams

**MA in Educational Leadership & Policy Studies** (May 2021)

CSU Sacramento

**BA in Philosophy, Minor Sociology** (Aug 2014)

Sonoma State University

**PROFESSIONAL EMPLOYMENT**

**Director, Programming and Student Success (Black Honors College)** 2025-Present

CSU Sacramento

Overview: Provide leadership, vision, and administration of all co-curricular programming through the Black Honors College and cultivate strategic partnerships with campus departments and off-campus organizations to support and provide holistic well-being, resources, and referrals for current Black Honors scholars and alumni.

- Administer and supervise all co-curricular programming for Black Honors College to increase engagement and retention of BHC scholars.
- Oversee the hiring process and professional development for Student Services Professional staff.
- Develop an annual budget plan for BHC co-curricular programming and utilize University and other revenue streams to plan and execute the activities within the BHC.
- Facilitate opportunities for alumni to engage and give back to the University, and collaborate with campus partners to provide additional engagement and support for BHC scholars.

**Director, Belonging Education and Support** 2024-2025

### *CSU Sacramento*

Overview: Served as a point of contact for students, staff, and faculty who report incidents of bias and led campus efforts to reduce experiences of bias utilizing restorative justice approaches and proactive assessments to improve belonging, retention, promotion, graduation, etc. on campus.

- Developed and implemented key changes to the bias operation that transitioned into an operation focused on gaps towards a sense of belonging.
- Facilitated and developed trainings, workshops, and restorative justice approaches for the campus community to resolve conflict or concerns related to discrimination, bullying, and other forms of bias.
- Served as Chair with the Belonging Review Panel, comprised of stakeholders from the campus community, to provide recommended resolutions that foster an inclusive culture.
- Expanded the Belonging and Bridging program beyond the pilot program to provide faculty and staff structured trainings, workshops, and healing circles/dialogues to build strategies and equip self with tools to navigate traumas and biases.
- Developed multiple assessment tools to improve bias/belonging operation and training/workshops.

### **Interim Director for Belonging Education and Support**

2023-2024

#### *CSU Sacramento*

Overview: Served as a point of contact for students, staff, and faculty who report incidents of bias and led campus efforts to reduce experiences of bias utilizing restorative justice approaches and proactive assessments to improve belonging, retention, promotion, graduation, etc. on campus.

- Facilitated and provided informal resolution using conflict resolution strategies and mediation to mitigate experiences of bias.
- Coordinated and facilitated the Belonging and Bridging program for faculty and staff that provides participants opportunities to grow, learn, and collaborate across identity-based groups to mitigate experiences of racism and oppression. Managed budget of program, co-facilitated facilitator training, analyzed and reported data from pre/post assessment, and presented findings to President's Cabinet.
- Supervised Research Assistants and student interns in the facilitation of the Belonging and Bridging program.
- Prepared and gathered data for bi-annual and annual bias report to distribute to the campus community.

### **Interim Director, Diversity, Inclusion, and Belonging**

2022-2023

#### *University of Wisconsin*

Overview: Provided leadership and served as the Senior Diversity Officer on matters of policy related to providing direct service to under-represented student populations and revised policies that promoted student success, while ensuring compliance with State and UW legislation.

- Led the campus community on best practices to promote belonging in academic programs and provided diversity workshops around social justice issues.
- Developed DEI workshops for incoming freshmen to have a foundational understanding of diversity, equity, and inclusion.
- Monitored national trends in promoting the success of under-represented student groups and educated the campus on the changing needs related to social/cultural identities.
- Collaborated with campus stakeholders to resolve student concerns within areas of conflict that involved experiences of discrimination and bullying.
- Served as the co-chair for the Bias Incident Reporting Team (BIRT) and supervised the Pride Center Coordinator to provide support, resources, and co-curricular programming for students and allies of the LGBTQIA+ community.
- Advised Identity-Based Student Organizations (i.e., Black Student Union (BSU), Asian American Student Association (AASA), Latinx Student Organization (LSO), etc.), created and oversaw multiple communication plans to keep students, faculty, staff, and administrators up to date on organizational events and programs.

#### **Professional Academic Advisor**

2019-2022

*Sonoma State University*

Overview: Provided proactive and holistic academic advising to over 500 students regarding General Education requirements, major/minor degree requirements, registration, relevant policies and procedures, and campus resources.

- Assisted multiple student groups such as fraternities/sororities, student clubs and organizations, EOP, TRIO, foster youth, and other underrepresented groups to identify and develop realistic and individualized academic and educational plans, while guiding students through various pathways to declare or change a major/minor.
- Identified potential opportunities to develop, support, and improve academic success strategies.
- Advised and supported students on academic probation to develop individualized educational plans to ensure they can achieve their educational goals.
- Provided mentoring and coaching to assist students with their academic challenges and developed an accountability plan to improve their academic and student success.

#### **Freshman Admissions Counselor**

2018-2019

*Sonoma State University*

Overview: Counseled prospective students, parents, and local community regarding university admissions requirements, policies, and procedures through workshops and presentations.

- Advised prospective students on their eligibility for admission to the University through a holistic approach to meet students' basic needs, financial aid resources, student-work life balance, and University requirements.
- Aided prospective students who are not eligible for the University in developing a holistic plan to achieve their educational goals.
- Utilized data tracking on prospective students and used software technology to make data-driven decisions on where to proactively outreach and recruit a strong applicant pool of students.

### **Career Pathways Coordinator**

2016-2018

*Conservation Corps North Bay*

Overview: Provided career and personal development for program participants that can assist with improving their employability and work readiness skills.

- Led outreach to local employers, local and state organizations, and educational institutions to develop and maintain a network of employer contacts to facilitate job placement for participants.
- Coordinated events and programs related to career and personal development, such as career panels, career/job fairs, and educational/career planning workshops.
- Tracked post-employment and educational progress of all participants in various case management systems and provided two years of personal, career, and educational support after completion of the program.
- Provided individualized supportive services based on participant needs, such as housing, healthcare, childcare, transportation, counseling, and food assistance referrals.

### **Youth Employment Case Manager**

2013-2015

*Social Advocates for Youth*

Overview: Managed a year-round caseload of approximately 60 clients between the ages of 16-24 while providing comprehensive case management that included job skills training, educational assistance, supportive services, and leadership opportunities to clients.

- Assisted clients with completing academic scholarships, financial aid, and registration for college classes, and provided career/educational goal planning for enhancing each client's development.
- Trained new and permanent staff on program eligibility and requirements, case management system, and work readiness workshops.
- Facilitated the Tackling the Tough Skills work readiness curriculum with participants to assist with successful work readiness and job readiness skills.
- Developed monthly and quarterly reports as required in the Workforce Investment Act contract.

## CONFERENCE PRESENTATIONS

“Hip-Hop Leadership Workshop” Student Organizations and Leadership Conference, Presenter, Sacramento, CA., Dec. 2024.

“Hip-Hop Leadership” Student Organizations and Leadership Diversity Conference, Presenter, Sacramento, CA., August 2024

“A Taste of Belonging and Bridging” 32nd Annual Center for African Peace and Conflict Resolution Conference, Presenter, Sacramento, CA., April 2024.

“Belonging and Bridging” Antiracism and Inclusive Campus Plan Showcase, Fields of Study, Higher education; Presenter, Sacramento, CA., 2024.

“Strategies for new Admission Counselors” CSU Counselor Conference, Co-Presenter, Sacramento, CA., Aug 2019

“CSU Admissions” CSU Counselor Conference, Presenter, Rohnert Park, CA., 2019

## PUBLICATIONS

Bradley, D. (2024). Invisible Scars: Reimagining Black Male Academic Excellence Through a Hip-Hop Empowerment Model.

## HONORS & AWARDS

Sacramento State Alumni Association, Black Alumni Chapter: Jackie Morris-Henderson Scholarship 2024

- One of four recipients of the scholarship.

Sacramento State Alumni Association, Sacramento State Alumni Association Life Member Scholarship-Graduate Student 2024

- Only graduate student to earn scholarship, maintaining a 3.98 GPA through Master’s and Doctorate programs.

Sacramento State Alumni Association, SchoolsFirst Federal Credit Union Scholarship 2024

Kappa Alpha Psi Fraternity Inc., Vallejo-Fairfield Alumni Chapter Man of the Year 2021

- Underlying dedication and support to the chapter locally and nationally.

## TECHNICAL SKILLS

Computer skills: Advanced MS Word, MS PowerPoint, MS Excel, MS Outlook, Canva  
Software Technology: PeopleSoft, EAB Navigate, Maxient, Salesforce

References available upon request.