



**Cultural Competency Certificate (C³)
Social Justice Panel
3.28.19**



Dr. Karen Clinton Jones, PhD. Chief Diversity Officer/ Title IX Coordinator at Buffalo State College leads and coordinates the university's strategic approach to diversity in all aspects of campus life, focusing on education and employment equity, affirmative action, cultural understanding, cultural competency, and civil and human rights. Dr. Jones has served as executive director for equity and access at Virginia Tech, leading the development, implementation, and expansion of the university's equal opportunity/affirmative action programs and hiring initiatives to prevent

unlawful discrimination and harassment. She also ensured compliance with federal, state, local, and university regulations regarding access and nondiscriminatory practices for people with disabilities, and assisted campus leaders in reducing conflict and maintaining a positive work climate by promoting fairness in the workplace. Jones also served as director of corporate diversity at Excellus BlueCross BlueShield in Rochester, New York, from 2006 to 2009, where she directed the corporate-wide diversity and inclusion strategic plan and related initiatives. From 2004 to 2006, she managed a voluntary mentoring program to assist underrepresented students with college adjustment and academic success as director of the CONNECT Program at St. John Fisher College in Rochester. Dr. Jones holds a Ph.D. in educational leadership and policy, with a concentration in higher education, from the University at Buffalo, an M.S.Ed. in counselor education from the College at Brockport, and a B.S. in criminal justice from Buffalo State.



Dr. Wookoo Kim, MSW PhD. Associate Professor at the UB School of Social Work. As co-founder and director of the School's Immigrant and Refugee Research Institute (IRRI), Associate Professor Wooksoo Kim is committed to developing and sharing practical knowledge that can contribute to improving lives of immigrants and refugees. Since founding IRRI in early 2014, her research and teaching interests have expanded from an earlier focus on Asian immigrant populations to the broader topic of refugees and the issues they deal with as they resettle in their new living environments in the

U.S. *"In social work, research is a means to an end." Through my research, I aim to improve the lives of immigrant and refugee populations in the U.S. by understanding their needs and designing culturally responsive intervention approaches to address those needs."*



Mr. Michael Martin, Executive Director of Native American Community Services.

Mr. Martin is an Onondaga of the Beaver Clan from the Six Nations of the Grand River territory in Southern Ontario, but was born and raised in Buffalo. Mr. Martin was a 2013 TEDx Buffalo presenter, where he discussed “Creating a Good Mind” The power of giving thanks. . In February of 2004, he was named the Executive Director of Native American Community Services of Erie and Niagara Counties, Inc. Prior to joining NACS, Mr. Martin had started his own company, XLerent Services, which focused on consulting, personal coaching and organizational development to help individuals and companies to accel, excel, transform and perform. In his earlier career, he held senior financial and business management positions with such companies as AT&T, Lucent Technologies and Praxair. Most importantly, he is a proud father.



Mr. Casimiro Rodriguez Sr., President of the Hispanic Heritage Council of WNY Inc.

Mr. Rodriguez was born and raised in WNY. He has lived a lifetime of advocacy for Buffalo's Latino Community in different areas of education, health, social and economic equality. He earned a BA in American Government from University at Buffalo and also studied management from the General Motors Institute. After 34 years of dutiful service he retired from GM. He is passionate for community progress and envisions what can be accomplished in the future of Buffalo's community built on the strengths of everyone working together for the benefit of all. Mr. Rodriguez is driven by social justice where you can find the core of his dedication to today's community and tomorrow's leaders. He is a catalyst for revival and progress bringing people of different faiths and races together for a common goal.



Mr. Thomas Vane, MS, Director of Student Engagement at Trocaire College.

Tom Vane is Director of Student Engagement at Trocaire College, WNY’s most affordable private college offering programs in healthcare, business, hospitality and technology. Mr. Vane completed his B.S. in Psychology at SUNY Buffalo and his M.S. in Higher Education and Student Affairs Administration from Buffalo State College. In 2009, Tom became a Diversity Advocate for the University at Buffalo, igniting a passion for social justice and sculpting a path towards diversity and inclusion in the Buffalo area. Vane has training in Transformational Intergroup Dialogue and white fragility and has led dialogues and workshops on power, privilege, oppression, microaggressions, and allyship. Tom’s work in Student Affairs creates and facilitates unique co-curricular student experiences including orientation, commencement, and social justice education. Tom recently joined the Unite by Night Board where he brings expertise in diversity, cultural competency, and event planning. Tom is a cat-lover and can be often found hosting game nights when he's not at the gym.