

JENNIFER E. DEBARROS

CAREER SUMMARY

Passion-driven, creative, critical thinker and community educator with over twenty-five years of experience in diverse leadership roles within non-profit, education-based, and social justice centered institutions with a focus on:

- ❖ Equitable & Culturally Sustaining Praxis
- ❖ Social, Economic & Political Justice
- ❖ Visioning & Strategic Planning
- ❖ Group Facilitation & Public Speaking
- ❖ Culturally Relevant & Critical Pedagogy
- ❖ Program Creation, Implementation & Evaluation
- ❖ Educational & Engaging Curriculum Development
- ❖ Fundraising & Grant-Writing

EDUCATIONAL HISTORY

Doctor of Philosophy Educational Leadership & Policy Studies University of Massachusetts Dartmouth N. Dartmouth, Massachusetts <i>Dissertation Title: Remembering Malcolm: The Culture of Memory, Police Shootings & Public Pedagogy</i>	2019
Bachelor of Science Sociology, <i>Magna Cum Laude</i> Bethune-Cookman University Daytona Beach, Florida	2009
Associate of Science Secretarial Science, <i>Medical Concentration</i> Bristol Community College Fall River, Massachusetts	1996

EDUCATIONAL EXPERIENCE

- ❖ **Part-Time Lecturer**, UMass Dartmouth, N. Dartmouth, Massachusetts
Crime and Justice Studies: 300-Level Course: *Youth, Crime, & Justice (Spring 2021)*
- ❖ **Adjunct Professor**, Rhode Island College, Providence, Rhode Island
Africana Studies Program: 350-Level Course: *Black-Latinx: Origins, Identity, Place & Power (Spring 2019)*
- ❖ **Trainer**, New Bedford Whaling Museum, New Bedford, Massachusetts
Provided trainings on culturally responsive teaching for docents that featured concepts of intersectionality, cycles of socialization and the matrix of oppression within the context of museum exhibits and participants (*December 2018, January 2020*)
- ❖ **Community-Based Educator**, Developed and delivered culturally relevant curriculum to diverse groups including in-school and after-school programs for middle and high school students consisting of history, education, arts, and public health content areas (*1996 – Present*)
- ❖ **Teacher Assistant**, Bristol Community College, Fall River, Massachusetts
Sociology Department: Served as proxy for Sociology class, administered assignments and quizzes, followed curriculum and course materials, and facilitated social, economic, and political discussions (*Summer 2003*)

SCHOLARLY ACTIVITIES

- ❖ **Reviewer**, *Journal of Cases in Educational Leadership*. “Darius Is Not Ready”: The Case of an ethical dilemma from the perspective of a White high school physical science teacher in an underperforming urban school.
- ❖ **Organizer**, Transformative Researchers and Educators for Democracy Conference: Keynotes: Dr. Lilia Bartolomé & Dr. Vajra Watson, New Bedford MA, November 14, 2015

SELECTED PRESENTATIONS (Peer Reviewed)

- ❖ **Paper Session**: “*Remembering Malcolm: The Culture of Memory, Police Shootings & Public Pedagogy.*” Delivered at the Annual Conference of Cape Verdean and Diaspora Studies, Bridgewater, MA, April 21, 2018
- ❖ **Co-Facilitator**, Workshop: “*Fabrics of Oppression 101 woven within a Historical Context.*” Delivered at Transformative Researchers and Educators for Democracy (TRED) Conference, New Bedford, MA, November 14, 2015
- ❖ **Chair**, Paper Session: “*Voices of Youth, Communities and Social Justice.*” Presented at TRED Conference, New Bedford, MA, November 14, 2015

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- ❖ **Co-Chair**, Youth Summit: “*Envisioning Another Education.*” Presented at TRED Conference, New Bedford, MA, November 14, 2015
- ❖ **Panelist**, “*Disrupting the School-to-Prison Pipeline.*” New Bedford, MA, March 4, 2013
- ❖ **Panelist**, “*Rethinking the Relationship between Educational Leadership and the Social Context. The Voices of Youth and Community-Based Organizers.*” New Bedford, MA, November 22, 2012

SELECTED PRESENTATIONS (Non-Peer Reviewed)

- ❖ **Guest Speaker**, “*A Story of Struggle & Progress.*” Presented at Juvenile Court Young Women’s Literacy Program Graduation, Third District Court, New Bedford, MA, April 3, 2018
- ❖ **Guest Speaker**, “*A Vision of Love: Educational Legacy of Radical Traditions.*” Presented at Martin Luther King, Jr. Day Community Breakfast, Bristol Community College, Fall River, MA, January 20, 2014
- ❖ **Guest Speaker**, “*The Personal Is Political.*” Presented at World AIDS Day, New Bedford, MA, December 1, 2013
- ❖ **Guest Speaker**, “*The Voice of the Voiceless.*” Presented at World Voice Day observed by Northeast ENT and UMass Dartmouth, New Bedford, MA, April 16, 2012
- ❖ **Panelist**, Screening of Sundance Festival Documentary “*Miss Representation.*” New Bedford, MA, March 8, 2012

RESEARCH INTERESTS

Social Justice Movements, Youth Participatory Action Research, Oral History, Black Critical Theory, Critical Race Theory, Community & Arts-Based Spaces of Teaching and Learning, Public Pedagogy, Critical Hip Hop Pedagogy, Critical Media Literacy, Community Based-Solutions to Pressing Educational and Social Problems, Public Health, Community Cultural Wealth, Culturally Relevant & Critical Pedagogy, Black Latinx & African Diaspora Studies, Arts-Based Education, Social Science Education, Secondary Education, Out-of-School Youth, Crime and Justice, Liberatory Education, Popular Education

ADMINISTRATIVE LEADERSHIP EXPERIENCE

Director of Prevention & Intervention Programs **NorthStar Learning Centers, Inc.** **2019 - Present**
New Bedford, MA

Selected Achievements:

- ❖ Provided strategic visioning and grant-writing support for highly competitive and awarded state-wide grant
- ❖ Developed and implemented H.E.A.L. Center model that embeds individual- and community-level components
- ❖ Created H.E.A.L. 101 Curriculum for liberatory thinking and acting designed for out-of-school young adults

Primary Responsibilities:

Reports to the Executive Director. Develops, manages, evaluates, and promotes the H.E.A.L. Center – a youth-centered community-based program aligned with the wraparound philosophy and process to help, out-of-school, 17-24-year old youth, who have been exposed to or involved with gun violence. Develop and implement Sankofa Day Program. Oversee the daily operations of the H.E.A.L. Center. Coordinate services to meet the developmental needs of referred neighborhood youth. Create and maintain a space for community engagement and mobilization activities.

Director of Alumnae Affairs **Our Sisters’ School** **2018 - 2019**
New Bedford, MA

Selected Achievements:

- ❖ Developed and launched first-ever alumnae week-long events for support, skill development and networking
- ❖ Created Alumnae Support Network Site to centralize communication mechanisms with graduates
- ❖ Implemented class specific surveys and tools for evaluation to develop and strengthen alumnae support

Primary Responsibilities:

Report to the Head of School and Alumnae Committee. Enhance OSS’s relationship with graduates and their families. Develop and maintain an enhanced graduate support program. Maintain alumnae database and contact information; ensure every graduate is accounted for. Artfully document experiences and contributions of alumnae for publishing, display and celebration. Coordinate seasonal outreach and alumnae support events. Facilitate gatherings to provide alumnae with reliable affinity group meetings. Assist alumnae with college and financial aid

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searches and applications. Connect alumnae with opportunities which will enhance their individual growth. Welcome and encourage alumnae volunteerism, mentoring and involvement with OSS.

Executive Director
New Bedford, MA

3rd EyE Youth Empowerment, Inc.

2011 - 2014

Selected Achievements:

- ❖ Expanded community-based education by increasing both after- and in-school programs from one to five sites
- ❖ Launched Youth Leadership Academy with the Department of the Interior, National Park Service
- ❖ Became one of five finalists of over 100 applicants in Greater Boston to be selected as an innovative, results-oriented nonprofit organization in Root Cause's Social Innovation Forum, 2013

Primary Responsibilities:

Reported to the Board of Directors. Conducted fundraising and grant-writing activities for public and private entities, as well as, individual donors including timely completion of programmatic and fiscal reporting. Created, implemented, and evaluated arts and skills-based mentoring programs for youth. Formed school assemblies, workshops, and trainings for diverse audiences as a community-based educator. Operated Community Arts Drop-In Center and School-Based initiatives. Managed Youth Ambassador Program and Youth Leadership Academy with the National Park Service. Developed and implemented organizational development and capacity building plans. Completed fiscal management tasks including budgeting, billing and working closely with the bookkeeper. Hired, supervised, and evaluated contractors, staff, and interns. Designed educational curriculum with multimedia tools for various demographics, including adults, parents, in-school, out-of-school, and incarcerated youth.

Project Director
Palm Coast, FL

Youth Action Council & Red Butterfly Project
Focus on Flagler Youth Coalition, Inc.

2008 - 2010

Selected Achievements:

- ❖ Established youth-run Youth Action Council to increase youth participation in Coalition endeavors
- ❖ Secured nationally competitive funding from Advocates for Youth, Young Women of Color Initiative
- ❖ Launched District-Wide Drug/Alcohol/Tobacco Prevention Campaigns

Primary Responsibilities:

Reported to the Executive Director. Participated in county-wide coalition building and maintenance activities. Created reports and followed criteria for multiple funding sources. Completed administrative tasks including writing federal and state grants, corresponding with coalition members, creating educational materials, and conducting financial responsibilities. Worked with youth from urban and rural communities using empowerment-based principles to engage them in prevention and education efforts. Trained peer educators on public health and community building topics. Created and launched the Red Butterfly Project, an empowerment peer-educator project aimed at HIV/STI/Pregnancy Prevention among young women of color. Solidified partnerships with local health facilities and community centers to build capacity and relationships with key community gatekeepers.

Program Coordinator
New Bedford, MA

Roots & Wings and Wraparound Us Programs
NorthStar Learning Centers

2004 - 2006

Selected Achievements:

- ❖ Constructed and implemented an intensive wraparound program for youth of the juvenile drug court
- ❖ Successfully implemented crisis prevention and intervention, as well as, gang and suicide prevention strategies
- ❖ Increased parent engagement through support, education, and advocacy
- ❖ Nurtured collaborations with families, courts, educational, mental health and social service institutions

Primary Responsibilities:

Reported to the Director of Youth Services. Applied strength-based and asset-building strategies to engage youth in foster care and the juvenile drug court in developing heightened levels of self-esteem and personal development through goal setting and achievement. Served through positive leadership, role modeling and mentoring. Completed reports and supervised staff.

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Consultant
Wellesley, MA

Paul Wasserman & Associates, Inc.

2002 - 2004

Selected Achievement:

- ❖ Delivered professional, strategic, and participatory processes to non-profit organizations and health care institutions seeking program development, strategic planning and sustainability practices

Primary Responsibilities:

Reported to the President/Owner. Conducted focus groups with organizational stakeholders including youth and program staff. Interviewed individuals with administrative and leadership roles. Compiled written documentation of information collected. Recommended practical and efficient approaches based on project findings. Generated ideas for comprehensive service delivery. Developed analysis and comparative reports. Identified needs and gaps in services. Focused on the following areas: team building, organizational development, strategic planning, staff development, program evaluation, capacity building and sustainability.

Coalition Coordinator
New Bedford, MA

IMPACT Coalition
Child & Family Services

2001 - 2003

Selected Achievements:

- ❖ Developed youth-led public awareness campaign through youth-produced media
- ❖ Guided Steering Committee through fiscal challenges and state budgetary cuts
- ❖ Created space for positive youth development and cultivation of youth voice

Primary Responsibilities:

Monitored coalition budget. Completed service delivery reports and demographic data collection. Coordinated and monitored subcontractor obligations. Fundraised through grants and community-based events. Conducted educational workshops. Networked with various organizations and area service providers. Developed, implemented, and evaluated programming.

Director of Services
New Bedford, MA

Treatment on Demand, Inc.

1996 - 2001

Selected Achievements:

- ❖ Demonstrated quality leadership and program management by advancing in administrative roles within the organization
- ❖ Developed model program recognized by the Massachusetts Department of Public Health for HIV/AIDS prevention and education among injection drug users utilizing peer-driven intervention and popular education models
- ❖ Developed and expanded Youth Empowerment Program as an effective community-based educator by developing educational training series and civic internship program with local elected officials within non-traditional learning settings

Primary Responsibilities:

Reported to the Co-Founder and Board of Directors. Managed all direct service programs and operations, including community drop-in center. Provided professional and personal staff development. Developed and implemented innovative youth and adult-based prevention programming. Adhered to contractual funding guidelines both state and local. Designed community-based projects. Engaged in public speaking at various events. Provided referrals, support, and advocacy to community residents. Completed monthly and quarterly reporting. Organized public health campaign with harm reduction philosophy. Represented the organization and its mission in public functions. Recruited, trained and supervised street outreach teams and youth program staff. Monitored and collected demographic data. Developed culturally-relevant materials. Created and executed youth-oriented training and internship program. Conducted home-based safety net educational groups. Developed youth-led cable access show. Coordinated teen pregnancy and other risky behavior prevention efforts. Organized city-wide, youth-run conferences. Presented educational workshops. Collaborated with area organizations to provide positive alternatives for youth and enhanced service systems.

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SELECTED FUNDRAISING (Received)

Southeastern Massachusetts Community Foundation	Regional	\$25,000	2021
COVID Relief Emergency Funding	Foundation		
Massachusetts Workforce Investment Board	State/Local	\$80,000	2020
Out Of School Youth – WIOA	Governance		
Massachusetts Department of Public Health	State	\$872,931	2019
Gun Violence Prevention, Intervention, Treatment, and Recovery ~	Government		
NorthStar Learning Centers – HEAL Center			
Anonymous	Personal Donor	\$10,000	2013
Staff Support ~ 3 rd EyE Youth Empowerment, Inc.			
U.S. Department of Interior	Federal	\$49,920	2012
National Park Service ~ 3 rd EyE Youth Empowerment, Inc.	Government		
Advocates for Youth	Global	\$15,000	2009
Young Women of Color Initiative ~ Focus on Flagler Youth Coalition, Inc.	Organization		
Massachusetts Department of Public Health	State	*\$200,000	2000
HIV/AIDS Prevention & Education ~ Treatment on Demand, Inc.	Government		
Island Foundation	Private	\$25,000	2000
Administrative & Program Support ~ Treatment on Demand, Inc.	Foundation		

**Multi-Year Grant*

SELECTED AWARDS AND HONORS

❖ Commonwealth Heroine	2021
Massachusetts Commission on the Status of Women	
❖ Community Partner Commissioner’s Award	2020
Massachusetts Department of Youth Service	
❖ Community Award	2018
New Bedford Branch NAACP	
❖ Distinguished Doctoral Fellowship	2015 - 2018
University of Massachusetts Dartmouth	
❖ Dean’s Graduate Thesis Support Grant	2017
University of Massachusetts Dartmouth – College of Arts & Sciences	
❖ Distinguished African American Alumnus	2014
Bristol Community College	
❖ Woman of Color Award	2000
Coalition for Social Justice	
❖ Community Service Award	1998
Suns of Panthers	

SELECTED CIVIC ENGAGEMENT & COMMUNITY LEADERSHIP ACTIVITIES

❖ President , Achievements by 4, Inc.	2017
❖ Alumni , Leadership SouthCoast	2014
❖ Advisory Board Member , Labor Education Center, UMass Dartmouth	2011
❖ Board Member , Treatment on Demand, Inc.	2004
❖ Trainer , Crisis Prevention Institute, Eliot Community Human Services	2003
❖ Responder , Trauma Response Team, Child & Family Services, Inc.	2002
❖ Founder , Secret City Dance Troupe	2000
❖ Co-Founder , Young People United	1998
❖ Actress , ESHU (Education Should Help Us)	1997
❖ Organizer , Coalition to Protect Our Families	1996
❖ Big Sister , Big Brother Big Sister	1996