

Rame Hanna they/them

Masters Education:

Colorado State University (CSU) 2007-09
Masters: M.S. Student Affairs in Higher Education

Bachelor's Education:

University of California, Santa Barbara (UCSB) 2003-07
Major: B.A. Law and Society (Graduate with high honors)

Work Experience:

2019-Present: Director of Diversity and Inclusive Excellence *Worcester Polytechnic Institute*

- Inaugural Director of Diversity and Inclusive Excellence within the Division of Talent and Inclusion responsible for leading and advancing critical diversity scholarship toward sustainable inclusive excellence.
- Cultivate and promote inclusive learning and work environments by advancing the design and implementation of culturally responsive pedagogical strategies in research, teaching, and learning.
- Promote and enhance faculty and staff agency and social responsibility through DEI co-curricular engagement and multimodal learning opportunities.
 - o e.g., Intersectional Heritage Month enrichment opportunities, STEM workshops on anti-racist and social justice education, best practices in DEI recruitment and retention, and the coordination of identity-based employee affinity groups
- Support ongoing partnership with the Office of the Provost to advise WPI's Diversity Advocate Program designed to centralize efforts to attract, develop, and retain diverse faculty at all levels of the institution.
 - o e.g., Training on implicit and unconscious bias, inclusive onboarding, mentorship and support services, assessment of equitable pathways for professional growth and promotion/tenure
- Created and led the Inaugural Council on Institutional Diversity (CID), designed to break down silos and coordinate a shared responsibility towards strengthening institutional DEI transformation efforts.
- Developed and coordinated WPI's Sustainable Inclusive Excellence Action Plan, a strategic approach to actualizing a culture of inclusion and belonging through capacity building and institutional agency.
- Served on WPI's '21-'26 Strategic Planning Committee as the lead/chair of WPI's Culture of Inclusion and Mission and Values Statement (MVS) working groups.
- Created and launched WPI's Bias Response Program and serve as co-chair of the Bias Response Team.
- Coordinated and received WPI's first national *INSIGHT Into Diversity: 2020* HEED Award, recognizing WPI in top 2% for outstanding commitment to DEI in higher education.
- Partnered with University Advancement and the Office of Lifetime Engagement to establish a DEI endowment fund to advance critical diversity programs, initiatives, and scholarships through tuition support for current and prospective marginalized and underrepresented students.
- Developed socially just assessment strategies to measure the institutional impact of strategic diversity initiatives that promotes accountability and transparency at all levels of the WPI leadership.

2017-2019: Director of Diversity and Inclusion *Olin College of Engineering*

- Inaugural Director responsible for creating the first diversity office (Office of Institutional Equity and Social Justice) to innovate, facilitate and implement institution-wide strategic initiatives associated with diversity, equity, inclusion and social justice.
- Founder and chair of the Council on Institutional Diversity (CID) tasked with the development, implementation, and assessment of Olin's strategic plan towards academic and inclusive excellence.
- Developed campus-wide strategies for the recruitment and retention of diverse faculty, staff and students.
- Coordinated faculty training on inclusive classroom and learning environments, diverse curriculum implementation, and targeted academic research and scholarship opportunities.
- Created partnerships and collaborations across departments to develop, implement and evaluate organizational goals that build Olin's institutional diversity capacities and promote an accessible and inclusive campus culture.

- Taught data-driven diversity course to all first-year students as part of Olin's First Year Initiative (FYI), as well as provided multi-modal training and professional development opportunities to student leaders, affinity groups, residential resources, and international and exchange students.
- Strategist and researcher in organizational development, change management, conflict resolution, bystander intervention and ally skills development.
- Measured institutional efforts through evidence-based assessment strategies to identify and address systemic inequities (disparate impact/disparate treatment) and institutional practices.
- Supported and advised domestic and international students in their social, academic, and holistic identity development.

2017-2019: Title IX Coordinator

Olin College of Engineering

- Oversaw all institutional compliance with Title IX, Clery, Violence Against Women Act (VAWA), and Section 304: Campus Sexual Violence Elimination (SaVE) Provision for students, faculty, staff, and third party affiliates.
- Identified and addressed any patterns or systemic concerns associated with sexual misconduct and gender-based discrimination.
- Created Title IX policy and grievance procedures, including standards of practice for no-contact directives, interim measures, investigative proceedings, and remedial action.
- Developed Olin's Sexual Misconduct Policy and gender-based bias response protocol grounded in risk assessment strategies.
- Served as case manager and coordinated prompt, compliant, and equitable investigations and timely resolutions of complaints.
- Developed intentional institution-wide prevention and education on Sexual Misconduct and Title IX policy.
- Coordinated regular campus climate surveys as part of ongoing prevention initiatives through data-driven assessment.
- Served as an active member of Boston Title IX Consortium to collaborate and share best practices in Title IX and Clery compliance.

2015-2017: Deputy Title IX Coordinator

College of the Holy Cross

- Coordinated the College's effort to comply with and carry out its responsibilities under Title IX, which prohibits sex discrimination and interference with any individuals' rights and privileged secured by Title IX, in all operations of the College.
- Provided education about students' rights and courses of action available to resolve reports or complaints that involve potential sex misconduct and gender-based discrimination.
- Shared information about available resources and support services available on campus and in the local community.
- Fostered development opportunities for students, staff, and faculty to promote community development and civic engagement consistent with Title IX and the mission of the College.

2015-2017: Associate Director of Residence Life and Housing

College of the Holy Cross

- Supervised full-time professional staff members in their role as Community Development Coordinators (CDC) tasked with the community development and relationship building of a diverse domestic and international student body.
- Led central office diversity initiatives including professional development education, student leadership training, selection/placement of student and professional staff, and policy assessment.
- Managed the department professional staff and student government budget and provided ongoing assessment and tools for best practices and reporting options.
- Advised the Inter-House Council (IHC) executive board and community house council's hall government organizations in their role as student leaders with the responsibility of the maintenance and improvement of accessible facilities, multicultural programming initiatives, faculty engagement and mentorship, student support services, and the enhancement of an inclusive campus climate.

- Served as an on-call administrator and first responder to crisis situations on campus while also coordinating efforts to develop proactive strategies and systems to create a safe and inclusive residential community.

2009-2015: Assistant Director, Global Living Learning

Dartmouth College

- Served on a working group under the President designed to create a living learning community (LLC) focused on international and global education.
 - o *The Global Village was designed to nurture the development of world citizen's through global learning, international understanding, language, global scholarship and intercultural exchange.*
- Directly supervised living learning community undergraduate advisors (LLC UGA's) in a community of international, exchange, transfer, first-year, and upper-class students.
- Advised the Global Village Council (GVC) comprised of student representatives from each floor community within the Global Village, tasked with policy and program development.
- Advised language program residents in the Arabic, French, Italian, Japanese, and Portuguese communities within the Global Village, designed to create an immersive language community to complement their in-class language education.
- Served as institution-wide chair of the First Year Residential Experience (FYRE) Programs designed to promote community development and relationship building within first year communities.
- Oversaw Affinity programs comprised of multicultural, cooperative and special interest learning communities. (*Chinese language, La Casa, Latin American and Latino & Caribbean, Native American, and Triangle House*)
- Oversaw the health and safety of students through crisis management, conflict mediation, counseling, and on-call duty responsibilities.
- Served as a judicial hearing officer on residential and campus policy in an effort to encourage integrity and honesty, while building a safe and inclusive community.

Consultant Experience:

Harvard University Libraries (June '19 - September '19)

- Developed preliminary roadmap to advance library practices involving staff recruitment and retention, diversity in collections, and the development of inclusive services and accessible spaces.

Mental Health First Aid (MHFA) USA Instructor (June '18 – Jan '21)

- Facilitator of 8hr course on identifying, understanding and responding to signs of mental illnesses, promoting mental health literacy and actualizing strategies to foster a healthy work environment.

Crafted Programs/Workshops/Trainings:

Diversity:

- "Identity Development and Social Constructionism"
- "Systems of Power, Privilege, and Oppression"
- "Impact: Unconscious Bias and Verbal, Non-verbal, and Environmental Microaggressions"
- "Sexism, Heterosexism, and Transgender Oppression"
- "Creating Inclusive Learning Environments: A Universal Design Framework"
- "Gender Expansive Education and Research"

Title IX:

- "Sexual Misconduct and Title IX Training"
- "Healthy Sexuality and Consent"
- "Active Bystander Intervention and Strategies"
- "Waves of Abuse: Warning Signs of Intimate Partner Violence (IPV)"

Leadership & Wellness:

- "Allyship through Social Justice and Advocacy"
- "Frameworks for Engaging in Difficult Conversations"

- “Self-care, Mindfulness, and Resiliency”
- “Social Determinants of Health: Mental Health and Illness in the Workplace”

Professional Experiences/Opportunities:

- University of Southern Florida (USF) Diversity, Equity, and Inclusion in the Workplace certificate
- WPI Advisory Committee on Public Art (ACPA)
- Women’s Impact Network (WIN) grant recipient: STEM Childcare, Fostering Bias Awareness
- Domestic Violence Action Committee (DVAC) – Needham, MA
- Instructor: “Inclusive Learning Environments” - Summer Institute (International engineering conference)
- Babson Olin Wellesley (BOW) College grant recipient: First-generation programs and mentorship
- LeaderShape and Campus Step Up: A Social Justice Retreat facilitator
- “Escalation” facilitator (domestic and dating violence prevention) - One Love Foundation
- Advocacy training and education – REACH Beyond Domestic Violence
- Assistant Director of Diversity and Outreach for the Associated Student of Colorado State University
- Beta Theta Pi Fraternity Faculty Advisor (WPI), Board Advisor (CSU), Class President (UCSB)
- Phi Alpha Delta Law Fraternity: Founding member @ UCSB chapter, External President

Regional/National Affiliation:

- National Association of Diversity Officers in Higher Education (NADOHE)
- Association of Title IX Administrators (ATIXA)
- Association of Student Conduct Administration (ASCA)
- Association of American Colleges and Universities (AAC&U)
- American Council on Education (ACE)
- College and University Professional Association for Human Resources (CUPA-HR)
- The Boston Consortium for Higher Education
- Higher Education Consortium of Central MA (HECCMA)
- Creating Change: National LGBT Task Force
- National Association of Student Personnel Administrators (NASPA)
- American College Personnel Association (ACPA)