

KENNETH W. MORRIS JR.

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PROFESSIONAL SUMMARY

Educational professional with over twenty years of progressive, experience in diversity, equity, and inclusion, student activities, student relations, intercultural development, program implementation, evaluation, and team supervision and leadership. Skilled at using effective communication, project management, and collaboration to achieve demonstrated results.

SKILLS AND QUALIFICATIONS

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|-------------------------|-----------------------------|------------------------------|
| ❖ Civic Engagement | ❖ Intercultural Development | ❖ Training & Development |
| ❖ Workshop Facilitation | ❖ Role Modeling | ❖ Public Speaking |
| ❖ Diversity & Inclusion | ❖ Multiculturalism | ❖ Organizational Development |
| ❖ Cultural Awareness | ❖ Project Management | ❖ Building Alliances |

EDUCATION BACKGROUND

Drake University

Des Moines, IA

Candidate for Doctorate of Education

Research Interests: *diversity and inclusion, diversity education, intercultural development, and building alliances*

Western Illinois University

Macomb, IL

Master of Science, Education: Educational Leadership; May 2005

Monmouth College

Monmouth, IL

Bachelor of Arts: Art; May 2000

CERTIFICATIONS

- *Level One Title IX Coordinator; Association of Title IX Administrators (ATIXA); 2016*
- *Intercultural Development Inventory Qualified Administrator (IDI, LLC); 2016*
- *National Coalition Building Institute University of Iowa Affiliate Trainer; 2018*
- *LGBTQ Safe Zones University of Iowa Affiliate Trainer; 2018*
- *Certified Diversity Executive (CDE); The Institute of Diversity Certification; 2022*
- *Youth Mental Health First Aid Instructor; National Council of Mental Wellbeing; 2023*

RELATED EXPERIENCE

Ankeny Community School District

Ankeny, IA

Executive Director of Family & Community Engagement | April 2025 to Present

Chief Diversity Officer | August 2022 to Present

Director of Equity | June 2019 to August 2022

The Executive Director of Family and Community Engagement leads and oversees initiatives to engage families, students, and community stakeholders across the City of Ankeny and the metro area. This role leverages internal and external resources to foster strong collaboration and partnerships among parents, communities, and schools, enhancing student achievement and school success in alignment with the District's strategic plan and mission.

- Lead districtwide family and community engagement strategy aligned to the ACSD Strategic Plan to strengthen student success and belonging.
- Build and sustain partnerships with local businesses, non-profits, faith-based groups, and civic leaders to expand resources and opportunities for students and families.

- Develop and implement a comprehensive FACE framework and annual departmental goals, budget, and professional learning aligned to district priorities.
- Plan and facilitate family and community events, service projects, and outreach initiatives to foster collaboration and enhance school-community relationships.
- Provide professional development and coaching to administrators and staff on culturally responsive and effective family engagement practices.
- Collect and analyze data to evaluate engagement initiatives, reporting outcomes to the Superintendent, Cabinet, and Board of Education.
- Ensure equitable access to district communications, resources, and services for all families.
- Continue responsibilities as Title IX Coordinator, leading investigations, compliance, and training on nondiscrimination and civil rights.

University of Iowa

Iowa City, IA

Diversity Resources Coordinator | December 2017 to June 2019

Designed, planned, promoted, facilitated, integrated, and evaluated diversity and cultural competency educational programs, events, and/or services of substantial complexity and impact, both on and off campus ensuring the link between diversity and excellence is both understood and integrated appropriately into the university community.

Key Results:

- Effectively organized and facilitated processes and functions to ensure the success of diversity programs and/or services
- Served as project manager and lead facilitator for Iowa City Better Bridges
- Head facilitator for Human Resources Advance Management Series, Emotional Intelligence & Diversity
- Lead organizer of University of Iowa Faculty and Staff of Color Social
- Coordinated and administered the operational and/or financial activities associated with multiple programs and/or services as assigned, which may run concurrently
- Developed budgets for assigned programs
- Monitored status of projects, including the organization and timelines of these projects
- Analyzed program data, develop reports, and oversee activities
- Continuously reviewed expenditures to ensure programs are within budget
- Provided final program/service financial and informational reports
- Advised management on budgetary needs or discrepancies
- Supported functions of the Division of Diversity, Equity and Inclusion and its reporting units
- Planned and organize events as assigned
- Provided direction, assignments, feedback, and coaching to assure outcomes were achieved

Cedar Rapids Community School District

Cedar Rapids, IA

Manager of Student Equity | November 2013 to June 2017

Upheld the district goals and objectives by offering educational experiences, supportive environments, and quality resources designed to foster successful achievement of student learning and outcomes.

Key Results:

- Served on the District Learning Supports Leadership Team fostering student/family engagement, family support and involvement, and community partnerships
- Conducted on-going analyses of school and district data related to student equity issues
- Collaborated with district and building administrators to resolve issues related to student behavior and/or parent concerns (e.g. Bullying/Harassment)
- Organized CRCSD Community Equity Walks

- Created and/or facilitated: Senior Administrator Equity Leadership Team, CRCSD Equity Summit, and the CRCSD Diversity Committee
- Served as the supplementary Disciplinary Review Officer
- Supervised the Disciplinary Review Officer and Learning Supports Liaisons
- Oversaw the implementation of the African American Achievement Program in 6 middle schools
- Supervised the development of the Office of Learning and Leadership Equity Leadership team

Cornell College

Mount Vernon, IA

Director of Intercultural Life | January 2006 to November 2013

Implemented effective programs, supervised a team of 10 professional and 20 student staff members, and provided high quality services to enhance the quality of life for students. Developed programs resulting in increased awareness and value of cultural diversity in the campus community and beyond.

Key Results:

- Coordinated transition programming for diverse student populations including orientation programs, peer mentoring, and other initiatives that assist in retaining students
- Collaborated with faculty, student affairs staff, and Diversity Committee to enhance the campus-wide commitment to diversity and involvement with Conduct Board and Presidential Advisory Committee
- Created *Each One Teach One* Student of Color Orientation
- Facilitated International Student Orientation

ADDITIONAL RELATED ROLES & APPOINTMENTS

- Equity Coach; **Schools Transforming Reinventing Inclusive, Diverse & Equitable Systems (STRIDES)**, January 2023-present
- Consultant & Trainer; **Major Impact Leadership Coaching & Consulting LLC.**, Atlanta Georgia | December 2023 - Present
- Fellow, **African American Leadership Academy**, Des Moines, Iowa | October 2023- Present
- Facilitator; **Iman Consulting, L.L.C.**, Iowa-Illinois Quad Cities | October 2021 – Present
- *Equity Coach*; **West Wind Education Policy Inc.**, Iowa City Iowa | October 2018- July 2019
- *Diversity Fellow*; **Diversity Focus**, Cedar Rapids, Iowa | January 2013 – 2014
- *Independent Contractor*; **Cultural Perspectives, L.L.C.**, Cedar Rapids Iowa | 2009-2013
- *Direct Service Provider*; **The Arc of East Central Iowa**, Cedar Rapids Iowa | 2007-2009
- *Primary Designated SEVIS Official*; **Cornell College**, Mount Vernon Iowa | 2006-2013
- **Assistant Director of Leadership & Involvement**; **Monmouth College**, Monmouth Illinois | 2003-2004
- *Assistant Director of Residence Life*; **Monmouth College**, Monmouth Illinois | 2000-2005
- *Coordinator of Intercultural Life*; **Monmouth College**, Monmouth Illinois | 2000-2005
- *Hall Director*; **Monmouth College**, Monmouth Illinois | 2000-2005
- *Director of Student Housing*; **Monmouth College**, Monmouth Illinois | 2000-2005

PROFESSIONAL DEVELOPMENT

- *NEA Conference on Race & Social Justice, Philadelphia, Pennsylvania; 2024*
- *AASPA 2024 Diversity Equity & Inclusion Summit, Dallas, Texas; 2024*
- *NEA Conference on Race & Social Justice, Orlando Florida; 2023*
- *US Department of Education Conference on Equity in Opportunity, Denver Colorado; 2023*
- *Great Lakes and Plains Equity Assistance Center Equity Leaders Institute, Indianapolis, Indiana; 2023*
- *National Coalition Building Institute (NCBI), Baltimore, MD; 2018*
- *National Conference on Race and Ethnicity (NCORE), New Orleans, LA; 2018*

- *IDI Advanced Learning Conference: At the Crossroads: Discord and Intercultural Development*, Bloomington, MN; 2018
- *National Conference on Race and Ethnicity (NCORE)*, Fort Worth, TX; 2017
- *IDI Advanced Learning Conference: From Assessment to Action—Forging the Path to Intercultural Competence*, Minneapolis, MN; 2016
- *Midwest Equity Assistance Center Equity Update*, Kansas City, MO; 2014 & 2015
- *Facing Race, A National Conference*, Dallas, TX; 2014
- *Social Justice Training Institute Student Experience* host committee and core group facilitator, Cornell College, Mount Vernon, IA; 2011

TRAININGS

- *ATIXA Level One Title IX Coordinator Certification training*, Denver, Colorado
- *One Ummah Consulting-Train the Trainers*, Minneapolis, Minnesota
- *NAFSA F-1 for Beginners*, Elgin Community College, Elgin Illinois
- *Social Justice Training Institute*, Long Beach, California
- *Restorative Justice – Guiding Principles for Communities and Organizations*, Minneapolis, MN
- *Bullying Investigation Training*, School Administrators of Iowa, Clive, IA
- *Statewide Civil Rights and Equity Coordinators Training*, Des Moines, IA

FACILITATED PRESENTATIONS & CONSULTANT WORK

- *Instructor*; Youth Mental Health First Aid Training, Vinton-Shellsburg Community School District, Vinton Iowa | 2024
- *Instructor*; Youth Mental Health First Aid Training, Ankeny Community School District, Ankeny Iowa | 2024
- *Instructor*; Youth Mental Health First Aid Training, North Polk Community School District, Altoona Iowa | 2024
- *Presenter*; American Educational Research Association (AERA) Annual Meeting, Chicago, Illinois | 2023
- *Panelist*; Iowa Association of School Board 77th Annual Convention: Equity in Employment Across Iowa, Des Moines, IA | 2022
- *Presenter*; All District Diversity, Equity, Inclusion Training, RoseHill Christian Academy, Houston Texas | 2024
- *Presenter*; Foundations of Intercultural Development (IDI), RoseHill Christian Academy, Houston Texas | 2024
- *Presenter*; Understanding the Value of Diversity, Equity, Inclusion and Access in the Landscape of Museums, German American Heritage Center Board, Davenport, Iowa | 2023
- *Panelist*; My City My Health Conference, Des Moines, Iowa | 2023
- *Presenter*; **The University of Iowa**, Iowa City, Iowa | 2017 to 2019
 - LGBTQ Safe Zone Phase I
 - LGBTQ Safe Zone Phase II
 - National Coalition Building Institute: Leadership for Equity and Inclusion
 - &maybethewon'tkillyou – University of Iowa Main Library staff professional development Iowa - Fall 2018
 - Iowa Edge Peer Leader Seminar - Spring 2018
 - HR Advance Management Series, Emotional Intelligence & Diversity
 - Building University of Iowa Leadership: Real Talk –Courageous Conversations about Race
 - Building University of Iowa Leadership: Foundations for Diversity Equity and Inclusion
 - Building University of Iowa Leadership: Understanding Micro Aggressions
 - National Coalition Building Institute: Building Effective Relationships Across Group Lines
 - National Coalition Building Institute: Conflict and Controversial Issues
 - Reshaping the Color of Manhood-What about Me(n) Summit
- *Presenter*; **White Privilege Conference (WPC20)**, Cedar Rapids, IA | 2019

- YAP – Youth Action Project
- *Presenter, White Privilege Symposium, Coe College, Cedar Rapids, IA | 2018*
 - &maybetheywon'tkillyou
- *Presenter, Iowa ACAC Leadership & Excelling Academically & Professionally (LEAP) Conference, Cedar Rapids, IA | 2018*
 - Code Switching 101
- *Independent Consultant*
 - Foundations of Intercultural Development; **Boys and Girls of Mississippi Valley, Moline IL | 2021**
 - Foundations of Intercultural Development; **Urbandale Community School District School Board, Urbandale, IA | 2021**
 - &maybetheywon'tkillyou; **Liberty High School, MLK Day of Focus, North Liberty, IA | 2019**
 - Foundations of Intercultural Development; **Student Affairs Administration Staff, University of Wisconsin La Crosse, La Crosse, WI | 2018**
 - Foundations of Intercultural Development; **Residence Education Staff University of Iowa, University of Iowa, Iowa City IA | 2018**
 - Foundations of Intercultural Development; **Sigma Phi Epsilon Fraternity, Monmouth College, Monmouth, IL | 2018**
 - Unpacking the Civil Rights Case for Students Statewide Accountability Assessments; **Council of Chief State School Officers National Conference on Student Assessments, San Diego, CA | 2015**

PUBLICATIONS

Schimek, Gwendolyn, **Kenneth Morris, Jr.**, and Becki Elkins. "Making Meaning through Multicultural Initiatives." *New Directions for Student Services*: 17-26. Print. December 2013

Healyey Lauren, "K-12 School Districts Work to Improve Inclusion Through Teacher Training." *Insight into Diversity*: Print. November 21, 2016. Interviewed topic expert: **Kenneth Morris, Jr.**

PODCAST

Restorative Practices In Action Ankeny Schools Website:

<https://www.ankenyschools.org/district/superintendent/podcasts/>

WEBINAR

Increase Student Access and Success in CTE and STEM Nontraditional Career Pathways NAPE's Program Improvement Process for Equity – Webinar (co-presenter) May 24, 2017 direct link to recording:

<http://carmenconnect.osu.edu/p4e3dz7a499/>

Iowa Ideas 2022 virtual conference

DEI: Cultural Proficiency & Inclusivity (Panelist) October 2022 [Iowa Ideas 2022 | The Gazette](#)

COMMUNITY SERVICE PROJECT

Through The Lens film & Mental Wellness Resource Fair

The African American Leadership Academy Cohort Class 2023 community project Through the Lens Visionaries of Mental Wellness is a locally produced documentary that pays tribute to the strength and beauty of the African American spirit, and a call to action to prioritize mental wellbeing. A mental health resource fair accompanied the debut screening of the film which went on to be screened throughout the state of Iowa. https://youtu.be/26jYnKH8_h0?si=sqAnyImW-ebxMlp4

AFFILIATIONS

- African American Leadership Academy (AALA) - The Directors Council
- Iowa Association of Black School Educators
- National Association of Black School Educators
- American Association of School Personnel Administrators
- School Administrators of Iowa
- NAFSA: Association of International Educators
- American College Personnel Association
- Association of Black Culture Centers Member
- National Association of Multicultural Educator
- Iowa Urban Education Network Equity Directors
- 2010 Social Justice Training Institute Alumni

COMMUNITY ENGAGEMENT & VOLUNTEER WORK

- Board Member, Ankeny Community Network
- *Host Team Member*, White Privilege Conference (WPC20)
- *Commissioner*, Iowa Commission on the Status of African Americans in Iowa
- *Board Member*, The Academy for Scholastic and Personal Success
- *Member*, St. Luke's Hospital Women and Children's Center Patient Advisory Committee
- *Advisory Board Member*, 6th Judicial District Department of Corrections Cultural Competency
- *Member*, Men and Masculinities Coalition (University of Iowa)