
GWENDOLYN R. MILLER

Address: 27180 Barefoot Blvd., Millsboro, DE 19966
Cell: 215.850.5535 | **E-mail:** grybm@addressingracialmicroaggressions.com
Website: <https://addressingracialmicroaggressions.com>

Education and Certification

Master of Science in Education, Major in Interdisciplinary Studies of Human Development Program
UNIVERSITY OF PENNSYLVANIA, GRADUATE SCHOOL OF EDUCATION, PHILADELPHIA, PA

Commonwealth of Pennsylvania Professional Certificate
UNIVERSITY OF PENNSYLVANIA, GRADUATE SCHOOL OF EDUCATION, PHILADELPHIA, PA

Bachelor of Liberal Arts (Joint Program)
CASE WESTERN RESERVE UNIVERSITY, CLEVELAND, OH

Bachelor of Music
CLEVELAND INSTITUTE OF MUSIC, CLEVELAND, OH

Diversity and Inclusion for HR Certificate
CORNELL UNIVERSITY, ITHACA, NEW YORK

Educator • Racial Microaggressions Facilitator • Consultant • Expert Witness

*Project Management and Coordination / Strategic Planning and Execution /
Time Management and Prioritization*

*Problem Resolution / Customer Relations / Public Relationship
Management / Oral and Written Communication Skills*

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Qualifications Profile

- Detail-oriented, highly organized, and dedicated professional, with extreme knowledge regarding diverse cultures and practices as well as diversity-related program design.
- Expert in all aspects of diversity and effective at studying its impact on the total work environment.
- Skilled at conducting research and analysis of data and trends to provide assessments and solutions.
- Possess excellent skills in establishing diversity management strategies to manage disputes and differences that arise out of cultural diversity.
- Self-starter with the ability to work independently or as part of a team, along with competency in implementing appropriate procedures as necessary.
- Accustomed to making critical decisions and overcoming complex business challenges in multicultural environments.
- Highly innovative achiever with strong problem-solving skills and commitment toward attainment of organizational objectives. Effective at multitasking in a competitive, high-impact, and fast-paced environment while juggling multiple priorities simultaneously.

Skills and Abilities

- Detail-oriented, highly organized, and dedicated professional, with substantial knowledge regarding diverse cultures and practices as well as diversity-related program design.
- Knowledgeable in all aspects of diversity and its impact on the total work environment.
- Experienced at conducting research and analysis of data and trends to provide assessments and solutions.
- Established excellent skills in developing diversity management strategies to manage disputes and differences arising from cultural diversity.
- Experienced in making critical decisions and overcoming complex business challenges in multicultural environments.
- Demonstrated abilities in problem-solving with a commitment toward the attainment of organizational objectives.

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Educator

NORTHWESTERN UNIVERSITY LEADING DIVERSITY, EQUITY, AND INCLUSION

Head Program Instructor, 2U® *Northwestern University Short Course*

THE INSTITUTE FOR DIVERSITY CERTIFICATION (IDC)® 5225 EXPLORATION DRIVE
INDIANAPOLIS, IN

Instructor, *Certified Diversity Executive (CDE)® Course*

THE INSTITUTE FOR DIVERSITY CERTIFICATION (IDC)® 5225 EXPLORATION DRIVE
INDIANAPOLIS, IN

Instructor, *Certified Diversity Professional (CDP)® Course*

UNIVERSITY OF PENNSYLVANIA, GRADUATE SCHOOL OF EDUCATION, PHILADELPHIA, PA

Teaching Assistant, *Psychology of African Americans*

UNIVERSITY OF PENNSYLVANIA, GRADUATE SCHOOL OF EDUCATION, PHILADELPHIA, PA

Research Assistant, *Racial Socialization & Racism Experiences*

NEWTOWN FRIENDS SCHOOL, NEWTOWN, PA

Music and Drama Director

NEWTOWN FRIENDS SCHOOL, NEWTOWN, PA

Elementary Teacher K-8

LIVING ARTS REPERTORY THEATRE, WESTMONT, NJ

Director of Development

BENSALEM SCHOOL DISTRICT, BENSALEM, PA

Elementary Teacher K-8

GIRARD COLLEGE, PHILADELPHIA, PA

Elementary Teacher K-8

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Racial Microaggressions Facilitator

- Created and managed the informative presentation entitled, "*Addressing Microaggressions in Education*," a program that examines students of color experiences, responds to racism-related stressors and informs educators on appropriate pedagogical practices to minimize the stressors and encourage positive inter-ethnic student-teacher relationships.
- Spearheads the diversity training for employees and managers, entitled "*Racial Microaggressions in the Workplace*," providing an overview of the negative effects of racial microaggressions on people of color through case studies, role-playing, and discussions.
- Shows effective communication skills in delivering the "*Microaggressions in the Workplace: Race, Gender and Sexual Orientation*" program, which tackles the effects of gender, sexual orientation, and disability microaggressions among women, gay, lesbian, bisexual, and transgender individuals.

Miller, G. (2021), *Addressing Racial Microaggressions in our Schools*. Indian River School District Administrators, 31 Hosier St, Selbyville, DE

Miller, G. (2021), *Addressing Racial Microaggressions the Workplace*. Community Action Association of Pennsylvania (CAAP) 222 Pine Street, Harrisburg, PA 17101

Miller, G. (2020), *Addressing Racial Microaggressions the Workplace*. Jewish Family Services of Delaware, 20684 John J. Williams Hwy Suite 4, Lewes, DE 19958

Miller, G. (2020), *Diversity, Equity, and Inclusion: Six-Part Series*. The PEAL Center, 2325 E Carson St., Pittsburgh, PA 15203

Miller, G. (2020), *Addressing Racial Microaggressions in our Schools*. Cinnaminson High School, 1197 Riverton Rd, Cinnaminson, NJ 08077

Miller, G. (2019), *Diversity, Equity, and Inclusion: Six-Part Series*. League of Women Voters of Delaware

Miller, G. (2019), *An Introduction Addressing Racial Microaggressions in our Schools*. Indian River School District Administrators, 31 Hosier St, Selbyville, DE

Miller, G. (2019), *An Introduction to Addressing Racial Microaggressions in our Schools*. Cape Henlopen School District Administrators, 1270 Kings Hwy, Lewes, DE

Miller, G. (2019), *Empower Yourself: Learn About Racial Microaggressions*. Southern Delaware Alliance for Racial Justice Town Hall Meeting on Racism and anti-Semitism, Trinity Faith Center on New Road in Lewes, DE

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Racial Microaggressions Facilitator

Miller, G. (2017-18), A Racial Microaggressions Intervention: Addressing Racial Microaggressions in our Schools. Cheltenham School District, 2000 Ashbourne Road, Elkins Park, PA

Miller, G. (2017), Addressing Racial Microaggressions in our Schools. Nativity Preparatory School of Wilmington, 1515 Linden Street, Wilmington, DE

Miller, G. (2017), Addressing Racial Microaggressions in our Schools. West Oak Lane Charter School, 7115 Stenton Ave., Philadelphia, PA

Miller, G. (2017), Addressing Racial Microaggressions in our Schools. St. Edmond's Academy Preparation, 2120 Veale Road, Wilmington, DE

Miller, G. (2016). Addressing Racial Microaggressions in our Schools. New Jersey Network to Close the Achievement Gaps Diverse Student Learners and School Culture Workshop, Mullica Hill, NJ

Miller, G. (2016). Addressing Racial Microaggressions in our Schools. St Elizabeth School, 917 Montrose Rd, Rockville, MD

Miller, G. (2015). Diverse Learners and School Culture Workshop- Making the Invisible Visible: Addressing Racial Microaggressions in our Schools. Delaware Valley Consortium for Excellence & Equity, 3440 Market Street, Suite 500 Philadelphia, PA

Miller, G. (2015). Addressing Racial Microaggressions in our Schools. Germantown Friends School, 31 West Coulter Street, Philadelphia, PA

Miller, G. (2014). Addressing Racial Microaggressions in our Schools. Abington School District, Abington, PA

Miller, G. (2014). Diverse Learners and School Culture Workshop- Making the Invisible Visible: Addressing Racial Microaggressions in our Schools. Long Island Consortium for Excellence and Equity, Westbury, NY

Miller, G. (2013). Society for Diversity Executives & Professionals. Facilitate Certified Diversity Executive (CDE) exam preparation courses for the Institute for Diversity Certification in McKinney, TX

Miller, G. (2013). Society for Diversity Executives & Professionals. Facilitate Certified Diversity Executive (CDE) exam preparation courses for the Institute for Diversity Certification in Plainfield, IN.

Miller, G. (2013). Addressing Microaggressions in Education: Race, Gender, and Sexual Orientation. Climate and Cultural Workshop at Germantown Friends School, Philadelphia, PA

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Racial Microaggressions Facilitator

Miller, G. (2013). Diverse Learner and School Culture Workshop. Making the Invisible Visible: Addressing Racial Microaggressions in our Schools. Delaware Valley Minority Student Achievement Consortium, Philadelphia, PA.

Miller, G. (2011). Reducing Racial Microaggressions in African American Children's Education. National Association of Independent Schools, People of Color Conference and Student Diversity Leadership Conference, Philadelphia, PA.

Miller, G. (2011). Reconstructing African American Children's Education. National Association for Multicultural Education's 21st Annual International Conference, Chicago, IL.

Miller, G. (2011). Reducing the Negative Effects of Racism-Related Stressors. The 12th Annual Curriculum and Pedagogy Conference, Canton, OH.

Miller, G. R. & Hasan, A. (2009). "Career choice, your choice, there is no limit." Delaware Valley Minority Student Achievement Consortium Fall Conference, Philadelphia, PA.

Stevenson, H. C., Thomas, D., Bentley, K. L., Hayling, C., Thompson, C., Miller, G. R., Li, Z., Coleman, C. & Michael, A. (2008). Typecasting 101: Re-scripting black student reactions to stereotyping. American Psychological Association Convention, Boston, MA.

Thomas, D., Miller, G. R., Bentley, K. L. & Stevenson, H. C. (2008). CARES: Can We Talk? Using racial socialization as an intervention tool to encourage academic and social success. Winter Roundtable of Cultural Psychology and Education Teachers College, Columbia University, New York, NY.

Miller, G. R. & Michael, A. (2007). "Where do I go from here? Building a bridge for white educators". Delaware Valley Minority Student Achievement Consortium Fall Conference, Philadelphia, PA

Racial Microaggression Consultant

- Conducts private consultations at academic institutions, businesses, and organizations nationwide.

Indian River School District, 31 Hosier St, Selbyville, DE

The PEAL Center, 2325 E Carson St., Pittsburgh, PA 15203 via Zoom

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Expert Witness

Gwendolyn Miller provides effective expert witness services on issues related to racial microaggressions, unconscious bias, diversity, equity, and inclusion for companies, non-profit organizations, and educational institutions. Her expertise is based on decades of training, education, and practical experience. As an expert witness, Gwendolyn Miller is also a member of the renowned expert witness training company, SEAK, Inc., and the Society for Human Resource Management (SHRM).

- Served as an expert witness in cases involving alleged racial discrimination at academic institutions.
- Specifically, the allegations focused on the intent and impact of alleged racial microaggressions.

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Leadership

- Steering Committee, | Southern Delaware Alliance for Racial Justice, Lewes DE
- President | League of Women Voters of Delaware
- Board Member | Diversity, Equity, and Inclusion League of Women Voters of the United States
- Board Member | Indian River School District Community Advisory Board
- Education Committee Member | Lt. Governors Behavioral Health Consortium

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Published Scholarly Article

Coleman-King C, Adams-Bass V, Bentley-Edwards K, Thomas D, Thompson C, Michael A, Miller G, Charity-Parker B, Stevenson H. [Got Skillz? Recasting and Negotiating Racial Tension in Teacher-Student Relationships Amidst Shifting Demographics](https://doi.org/10.3390/socsci10030099). *Social Sciences*. 2021; 10(3):99.

<https://doi.org/10.3390/socsci10030099>

Published Articles

When Implicit Bias Training Doesn't Work, Disarm Racial Microaggressions

"Did He Just Say, 'You Don't Sound Black?'" : Racial Microaggressions Are Alive And Kicking Students Of Color

Challenges Students Of Color Face When Responding To Microaggressions Within A School Setting