

**JAY T. HAIRSTON**  
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## **DIVERSITY, EQUITY, AND INCLUSION CONSULTANT/ TRAINER**

- Presentations
- Leadership Development
- Workshops

### **Summary of Professional Background**

- Provide training, leadership development, presentations, and workshops on a variety of diversity, equity, and inclusion (DEI) topics, multicultural issues and cultural competency.
- Extensive training from some of the nation's top experts in the field.
- Developed and researched materials that provide open and honest dialogues on diversity-related issues.
- Clientele includes various school systems, municipalities, churches, agencies, colleges and universities, and businesses.
- Services range from a one-hour presentation to a 3-4-day intensive interactive workshop.

### **TRAINING RECEIVED**

- Multicultural Action Program (MAP) at Baldwin Wallace University – A program designed to raise diversity awareness and reduce prejudice through interactive exercises. Models used include: National Coalition Building Institute (NCBI), and A World Difference (Anti-Defamation League of B’Nai B’rith). Attended initial two-week training session using both models and participated in several subsequent sessions to review strategies and get updates on new developments and techniques. Served as campus liaison for the MAP affiliate with NCBI and conducted follow-up review sessions for trainers.
- Urban Potential Seminar - Participated in a two-day intensive workshop on race relations led by Rev. C. T. Vivian (noted civil rights leader and diversity trainer).
- Research and Development - Formulated a variety of diversity-related material to be incorporated into prejudice awareness and reduction presentations as well as cultural competency training.
- Cultural Competency - Attended a day-long pre-conference training at the National Conference on Race & Ethnicity (NCORE) Conference in Washington, DC (2015)
- Mental Health First Aid & Advocacy Training by Recovery Resources, Cleveland, Ohio, January 2017
- **Diversity Training Webinar and Other Certifications / Webinars:**

- Online Courses:
  - Code of Conduct: Data Security (HE) awarded by EVERFI, March 2020
  - FERPA Basics awarded by EVERFI, March 2020
  - Harassment and Discrimination Prevention awarded by EVERFI, December 2019
  - Diversity: Inclusion in the Modern Workplace (EDU) awarded by EVERFI, March 2019
  - Managing Bias awarded by EVERFI. March 2019

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## **CLIENT PRESENTATIONS**

- Baldwin Wallace University – Co-created and developed a three-tiered training program on cultural competence for all University employees and students (August 2015 - May 2016) school year. Implemented the second-tier training module for middle managers and departmental/divisional chairs (August 2016 – ongoing)
- Berea Public Schools – Diversity presentation for Middleburg Hts. Junior High School (October 2016)
- Berea Head Start Program in collaboration with Baldwin Wallace University’s Division of Education
- Stockholm Gospel Choir Festival, Stockholm, Sweden- Cultural awareness and celebration of diversity through gospel music, its history and legacy
- CPC (COGIC Pentecostal Connection) – A Cleveland, Ohio ministerial alliance comprised of many churches and religious organizations
- City of Berea – Two-day workshop for civil servants that included representatives from the mayor’s office, police and fire departments, administrative offices, recreation and maintenance departments
- CH2MHill Engineering Firm, Cleveland, Ohio
- Baldwin Wallace University: Seminars and Training Dept. – several half-day workshops where community agencies, businesses and organizations send their staff to be trained (CEU’s given); Classes for College 101 course and Department of Education; Residence Halls; Fall Retreats, Emerging Leaders Retreats; Greek Leadership School; Greek Letter Organizations; Health Center Staff; B-W Security Dept.; Student Organizations; Orientation Weekend of Welcome and others upon request
- Ohio College personnel Association (OCPA)
- Akron City Schools – Kenmore High School

- Berea Public Schools – Berea-Midpark High School, Berea High School, Midpark High School, Roehm Middle School, Riveredge Elementary School, Fairwood Elementary School, and Fairwood PTA
- Cleveland Public Schools – Carl F. Schuler Middle School, Barbara Byrd-Bennett and B-W Scholars Program (in conjunction with Baldwin-Wallace University)
- Notre Dame Academy of Toledo (a private college preparatory school)
- National Conference for Community and Justice (formerly the National Conference of Christians and Jews: It’s Your Move Conference) currently called the Diversity Center of Northeast Ohio
- Local Churches
- Other Colleges /Universities – Hiram College( OH), Bowling Green State University (OH), Notre Dame College (OH), Marietta College (OH), Hanover College (IN), University of Missouri-Kansas City (UMKC)

## **RESOURCES**

- NCBI Training Modules – Ups/Downs, First Thoughts, Caucuses, Internalized Oppression, Pride, Conflict Resolution, Controversial Issues, Coalition Building
- A World of Difference - Curriculum development and classroom lectures on multicultural issues
- The “Labels We Wear” – Exercise on stereotyping
- Perceptions - Session on diversity by looking at racial identity development stages and how to deal with “difficult” people
- A variety of other exercises and materials – Black Intelligence Test of Cultural Homogeneity (B.I.T.C.H) Test, Minority Relations Quotient and others
- More available upon request

## **PERSONAL BACKGROUND**

Jay T. Hairston received his Bachelor of Arts from Ohio Wesleyan University (OH) and his master’s degree in Biology from Bowling Green State University (OH). He is currently a consultant after serving almost thirty-two years at Baldwin Wallace University. There, he held positions of Associate Diversity Officer, Assistant Dean of Students and Diversity & Inclusion Trainer, and Director of the Academic & Cultural Events Series (ACES). He was also an adjunct professor in the Honors Program, Religion Dept. and First Year Experience/College 101. He gives lectures and presentations as well as provides leadership training in student of color development, multiculturalism, cultural competency, and diversity education. Additionally, he is an international gospel recording artist, conducts workshops in gospel music and consults on album productions and gospel music history, performance and instruction. He is married and a father of three.

For further information, please email Jay T. Hairston at [jhairsto@bw.edu](mailto:jhairsto@bw.edu). He is looking forward to serving your diversity-related needs. Contact him at (440) 897-0843 (mobile).

