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**Education**

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<b>Boston University</b>	Doctoral Candidate, Political Science	2020 – present
<i>Dissertation in Progress:</i> “The Union’s Inspiration: Black Workers, AFSCME, and the Public Sector Upsurge of the 1960s”. Committee: Spencer Piston (chair), Cedric de Leon, Cathie Jo Martin, Paul Frymer.		
<b>Brown University</b>	Bachelor of Arts, African American Studies	1996 -2000

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**Research Grants, Fellowships, and Academic Awards**

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**W.E. Upjohn Institute / Russell Sage Foundation:** *Dissertation Research Grant* (2024)  
**Consortium on the American Political Economy (CAPE):** *Research Grant* (2024)  
**Kheel Center, Cornell University:** *Richard Strassberg Travel Grant* (2024)  
**Boston University:** *Graduate Research in the United States Fellowship* (2024); *CISS Mini-Grant* (2024); *GSO Research Grant* (2024); *CAS Core Writing Fellowship* (AY 2023-24); *GRS Social Science Graduate Student Summer Internship Award* (2021); *IOC Early Stage Urban Research Award* (2021).  
**Brown University:** *English Department Preston Gurney Writing Prize* (2000); *Hanoian Memorial Award* (1999).

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**Teaching Experience (Boston University)**

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*Core Writing Fellow:* Ancient Worlds (Fall 2023); From Enlightenment to Modernity (Spring 2024)  
*Teaching Fellow:* Introduction to Public Policy (Spring 2023); The Politics of Race and Ethnicity (Fall 2022); The Politics of *The Wire* (Spring 2022, including guest lecture on “Unions, Race, and American Political Development”); Introduction to American Politics (Fall 2021)

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**Select Publications & Works in Progress**

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“The Study of Racism and Policing in the United States.” Forthcoming in the *Annual Review of Political Science* (Summer 2025). Co-authored with Spencer Piston, Selma Hedlund, and Kaneesha Johnson.

“Criminal Justice as Racialized Organizations: Evidence from Ethnographies of Police, Courts, and Jails.” Forthcoming in *Criminology*. Co-authored with Heather Schoenfeld and Marielis Rosa.

“Policing the Possible: A Qualitative Analysis of Mayors’ Views of Police Violence and the 2020 Black Lives Matter Protests.” *In progress*. Co-authored with Spencer Piston, Erin Tatz, and Nicholas Henninger.

Investigative journalism, op-eds, and essays published in *The Strikewave* (2021), *Truthout* (2020), *The Boston Globe* (2020, 2019), and the *Black Issues in Philosophy Blog* (2020). Writings on film, literature, and politics published in *Protean* (2022), *Jacobin* (2022), *The Drift* (2021), and the *LA Review of Books Blog* (2020).

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**Work Experience**

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<b>Self-Employed, Dorchester, MA</b>	Researcher/Writer	2019-2020
<ul style="list-style-type: none"> <li>Research, data analysis, and writing for several local unions’ state legislative campaigns on child care affordability, child care worker wages, nursing home staffing levels, and collective bargaining. Grant-writing and project assistance for worker-driven non-profit training fund.</li> </ul>		

**SEIU District 1199NE, Providence, RI**

Elected Organizer

2004 - 2019

- *Union Organizing*: Led numerous successful organizing drives among caregiving workers in RI; negotiated collective bargaining agreements, conducted grievances and arbitrations, and directed field, media, and community outreach efforts; led direct actions, marches, picket lines and strikes.
- *Legislative Campaigns and Elections*: Organized grassroots campaigns to ban mandatory overtime in hospitals (2007) and establish organizing rights for home-based child care (2013) and health care (2018) workers. Participated in winning coalitions for laws creating paid family leave (2013) and earned sick time (2017) for all workers. Recruited and coached members to run for public office.
- *Communications & Public Affairs*: Coordinated member communications through both print and new media; wrote and edited policy white papers, press releases, op-eds, and other public communications; trained union members on messaging and storytelling for public events.
- *Capacity-Building and Grant-Writing*: Established a labor-management training fund for home-based child care providers with the RI Dept. of Human Services; created a substitute pool to support providers' training and use of earned sick time through a RI Dept. of Labor and Training grant.
- *Organizational Leadership*: Trained and supervised staff; worked with peers to create and deliver union delegate leadership development curriculum; helped officers set organizational goals, develop strategic plans, build coalitions, and allocate budget resources effectively.

**Day Care Justice Co-Op, Providence RI**

Organizer

2001 – 2003

- Led recruitment, membership meetings, direct actions, and leadership development trainings in grassroots non-profit worker center of Black and Latina home child care workers.

**RI Jobs with Justice; Direct Action for Rights and Equality**

Internships

1999 – 2000

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***Additional Education and Training; Languages and Skills***

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- **Social Science**: *Consortium on American Political Economy (CAPE)* Summer Academy 2024; *University of Michigan ICPSR* 2021 Summer Methods Institute; *UMass-Amherst ISSR* 2021 Methods Workshop
- **Organizing**: *SEIU*: numerous trainings (2004-2019); *Demos*: Race-Class Narrative Training (2018); *RI Institute for Labor Studies & Research*: Leadership for a Future (2003); *People's Institute for Survival and Beyond*: Undoing Racism (2002); *Center for Third World Organizing*: Community Action Training (2001)
- **Other**: *School for International Training* semesters in Mali (1998) and Nicaragua (1999)
- Fully fluent in Spanish. Intermediate fluency in French. Basic coding skills in R/R Studio.

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***Boards, Associations, and Volunteer Activity***

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Research on American Politics Workshop, Co-organizer (AY 2023-24)  
BU Graduate Workers Union (BUGWU, SEIU Local 509), OC/Member (2021 – present)  
BU Political Science Graduate Students Speaker Series, Co-organizer (2020 – 2024)  
Providence Student Union, Board of Directors Member (2017 to 2019)  
State of Rhode Island's Permanent Legislative Commission on Child Care, Member (2001 - 2013)  
Haymarket Peoples' Fund, RI Funding Panel Member (2001-2003)  
Brown Student-Labor Alliance, Member (1996-2000)

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***Professional Recognition***

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Citations from the *RI Governor*, *RI General Assembly*, and the *Providence City Council* (2019)  
Paul E. Moura Leadership Award - *RI Institute for Labor Studies & Research* (2006)  
Sister Carol McGovern Voice for the Voiceless Award, *RI Fund for Community Progress* (2003)