

Dr. C. Emmanuel Little

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Curriculum Vitae

Education

University of Georgia

Athens, GA

PhD: Higher Education

Georgia College & State University

Milledgeville, GA

Master's Degree: Public Administration

Bachelor's of Arts Degree: Mass Communication

Relevant Experience

Big Brothers Big Sisters of Metro ATL

Atlanta, GA

Director of Training, Diversity, Equity & Inclusion (October 2021 - November 2023)

- Spearheaded the integration of DEI initiatives into the organizational mission as part of executive team, resulting in a 300% (+) increase in staff engagement with diversity-related programs shown by participation metrics
- Established and operationalized the Training & DEI department, conducting 15+ workshops annually, leading to an 85% employee satisfaction rate as shown via post-training surveys
- Developed and executed the organization's first comprehensive "JEDI" (justice/equity/diversity/inclusion) plan
- Collaborated with ERGs and taskforce groups, contributing to increases in cross-functional project collaboration and 350% (+) increase in employee membership in JEDI taskforce
- Established external partnership with Global Wordsmiths for language translation and interpretation, averaging 3 completed requests per month
- Created and introduced the first-ever BBBSMA "Family Orientation" training, leading to increased engagement and familiarity with the organization for over 1,500 parents, guardians, and youth
- Conducted family and volunteer orientations, averaging 90% or higher satisfaction rate as shown via post-feedback surveys

Georgia College & State University

Milledgeville, GA

GC Director of Call Me MISTER & Minority Retention (July 2014 – October 2021)

- Built and coordinated state's first "Call Me MISTER" initiative for recruitment & retention of underrepresented male teachers
- Created and executed two comprehensive strategic plans involving both k-12 and higher education stakeholders
- Recruited, advised and mentored 20 individual students ("MISTERS") from initial enrollment to

- graduation and beyond
- Gave presentations and provided expertise on teacher diversity institution-wide and at key state stakeholder conferences
- Managed, maintained, and created relationships with 11 local and statewide partners to build pipelines toward education careers for underrepresented populations
- Procured and managed external grant resources totaling over \$280,000
- Created and oversaw summer pipeline initiatives for over 75 high school students from 2015-2019
- Created and taught specific online courses for student participants designed around key tenets of programmatic involvement
- Developed and prepared quarterly and annual data reports for both internal and external entities
- Designed and managed multi-tiered enrollment management and retention systems
- Advised 45-60 students across two programs on concerns related to their holistic development, including academic and social issues

GC Diversity & Retention Coordinator (Sept. 2010 – June 2014)

- Created and managed university Cultural Center and supervised staff of six student workers, graduate assistants and part-time employees
- Advised several student organizations that served to embrace campus diversity, including the Black Student Alliance and Art as an Agent for Change
- Advised/counseled over 200 students of color on academic, social, and professional matters
- Worked with various community organizations and stakeholders to increase campus-community bridge, including local churches and area chapter of 100 Black Men
- Planned/implemented 20-30 programs/activities per year designed to incorporate diversity education, often in conjunction with cultural heritage months. Responsible for bringing prominent speakers, including:
 - Dr. Mark Anthony Neal (Feb. 2011); Duke professor of African-American studies, noted scholar on Black Masculinity and author of “New Black Man”
 - Tim Wise (March 2012); antiracist educator and writer; author of “White Like Me: Reflections on Race From a Privileged Son” and “Between Barack and A Hard Place”
- Chair of *Mary & Payton Cook Scholarship* committee, charged with overseeing selection process for the institution’s only scholarship devoted solely to students of color
- Assisted with investigations involving discriminatory issues (faculty/staff/student)
- Developed and prepared reports on diversity statistics relevant to the University
- Directed SOAR (Student-Oriented Activities & Resources) program with the following highlights:
 - Oversaw doubled growth of SOAR program for minority students, which increased from 75 students in 2010 to 150 in fall 2011
 - Helped grow professional mentorship tier of program (with faculty director) from 40 in 2010 to over 120 in Fall 2013
 - Maintained 100% freshman-sophomore retention rate for new students entering Fall 2010. Continued above-average retention rate for Fall 2011/Fall 2012 freshman classes and maintained 4-year graduation rate nearly double that of GC minority students
 - Hosted workshops and support-driven activities designed to empower students of color and strengthen social, academic, and professional networks
- Directed African-American Male Initiative Program with the following highlights:
 - Supervised two faculty members as part of program staff
 - Created, implemented, and assessed strategic initiatives focused on recruitment, retention, and graduation of severely underrepresented Black male population, leaving

with a six-year graduation rate of 83% (compared to a university-wide graduation rate of 63.6%)

- Recruited 20% of all Black male undergraduate students to enroll in program in Fall 2019
- Coached and mentored over 100 undergraduate Black male students over a decade of program leadership
- Provided academic support to program participants resulting in 11% higher GPAs than university-wide average for Black males
- Procured and managed over \$200,000 in grant resources
- Directed Summer Minority Youth & Business (MYB) Program with the following highlights:
 - Recruited 20-25 rising minority high school juniors and seniors for week-long summer camp with a business focus
 - Supervised staff of two program coordinators and two counselors
 - Taught elements of business plans to participants
 - Planned and administered all aspects of program
 - Managed annual budget of nearly \$20,000

GC Admissions Counselor (Aug 2007 – Sept 2010)

- Coordinated recruitment activities for geographic territory and several target markets, including the Southwest GA territory (61 counties), local area (7 counties), and dual enrollment.
- Cultivated relationships with high school counselors through frequent communication
- Planned/implemented admitted student receptions and counselors' luncheons with limited budgetary freedom
- Traveled across the state regularly to reach prospective students and their schools
- Mentored & advised current GC students on various issues regarding their college experience
- Assisted with development of student diversity recruitment team as co-advisor
- Assisted with planning and execution of official University events
- Gave tours of campus facilities to visiting families and school groups
- Regularly gave presentations in front of large groups ranging from 20 to 1,000 people (of all ages and demographics)

Certifications

- Certificate: Diversity, Equity, and Inclusion In the Workplace (*University of South Florida, 2023*)

Skills

- Extensive public speaking experience in front of large groups (up to 1,000 people)
- Creation and facilitation of trainings/workshops on diverse topics
- Knowledge/experience with teaching coursework, syllabus creation, execution via online learning modules
- Supervisory experience
- Planning/organizing events
- Administrative decision-making
- Interpersonal communication
- Budget development and adherence
- Grant writing experience (over \$200,000 procured via external funding sources)
- Community-building
- Computer Skills: Microsoft Office, Oracle Banner, Adobe Audition, ProTools

- Able to speak, understand, and write intermediate level Spanish

Publications

- ❖ Little, C.E. (2020). Foreword. In Thomas, U., *Cases on strategic partnerships for resilient communities and schools*. IGI Global.
- ❖ Little, C.E. (2019). Memoir of a former impostor. Chapter in *Gumbo for the soul III: males of color share their affirmations, meditations, and inspirations*. Charlotte, NC: Information Age Publishing.
- ❖ Little, C.E. (September 2015). *On blazers and blackness*. Diverse Issues in Higher Education.
- ❖ Little, C.E. (September 2015). *Response: How universities are recruiting more teachers of color*. Edweek.

Select Presentations, Keynotes and Panels

- Cook, E., Little, C.E & Ross, E. (2023, January: *JEDI (Justice, Equity, Diversity and Inclusion)) In My DNA*. Co-presented at the 2023 National Mentoring Summit in Washington, DC.
- Johnson, K. & Little, C.E. (2022, January): *Best Practices for Recruiting Men of Color Mentors*. Co-presented at the 2022 National Mentoring Summit (virtual).
- Little, C.E. (2021, September): *KSU Call Me MiSTER Induction Keynote*. Speech delivered at the inaugural induction ceremony for Kennesaw State University's Call Me MiSTER program in Kennesaw, GA.
- Little, C.E. (2021, February): *Black men to the blackboard*. Panel moderator for virtual zoom discussion around Black male teachers.
- Little, C.E. (2019, November): *Black men, white classrooms: a critical race theoretical analysis of the GC Call Me MiSTER program*. Presented at the 2019 NAME (National Association for Multicultural Education) Conference in Tucson, AZ.
- Little, C.E. (2019, May). *Victory lap*. Keynote speech delivered at the 2019 Baldwin High School Honors Day program in Milledgeville, GA.
- Little, C.E. (2019, May). *See it, then be it: lessons from growing a more diverse teacher pipeline*. Keynote speech delivered at the 2019 statewide Teacher Induction Summit at Middle Georgia State University in Macon, GA.
- Lewis, W., Little, C.E, & Parkinson, T. (2019, March). *Invited panel: successful degree completion strategies from higher ed*. Presented as an invited panel at the 2019 Spring Training for the National College Access Network in Atlanta, GA.
- Little, C.E. (2019, February). *Black males and education*. Presented as an invited classroom lecture for Culture, Identity, and Diversity in Teaching course at Georgia College in Milledgeville, GA.
- Little, C.E. (2019, February). *Repairing the pipeline: shifting the paradigm for Black male teachers*. Presented as a keynote address at the Executives Forum for the Georgia College College of Business in Milledgeville, GA.
- Little, C.E. (2018, April). *Call Me MiSTER: 'Where are all of the black teachers?'*. Presented as an invited presenter at the statewide Georgia Teacher Induction Summit in Macon, GA.
- Daniel, J.; Costanza, V.; Little, C.E.; Mitchell, A.; Patterson, A. & Young, J. (2017, November). *Untying teachers' hands*. Presented as an invited panel at the 2017 National Association for the Education of Young Children (NAEYC) Conference in Atlanta, GA.
- Little, C.E. (2017, September). *Teacher diversity & Call me mister*. Presented at the Middle Georgia P-20 Collaborative in Macon, GA.
- Little, C.E. (2017, March). *LMI alumni presentation & panel*. Presented at the American Association of Blacks in Higher Education 2017 Conference in Raleigh, NC.
- Little, C. E. (2017, March). *Black & male at a PWI*. Presented at the American Association of

- Blacks in Higher Education 2017 Conference in Raleigh, NC.
- Little, C. E. (2017, March). *Call me mister*. Presented at the Critical Issues in Education 2017 Conference in New Orleans, LA.
- Brown, J., Jones, H., and Little, C. E. (2016, October). *Call me mister: transforming classrooms in the state of Georgia*. Presented at Georgia College Middle Grades Summit in Milledgeville, GA.
- Little, C.E. (2016, April). *Call me mister: transforming classrooms in the state of Georgia*. Presented at the 2016 Georgia Professional Standards Commission Program Approval Technical Assistance Workshop at Middle Georgia State College in Macon, GA.
- Little, C. Emmanuel (2014, March). *The language: reading realities through rap music*. Elephants in the Room: Diversity & Privilege in Education. Presented at Georgia College, Milledgeville, GA.
- Belk, K., Little, C. E. & Pugh, C. (2014, March). *Student success strategies*. MAP/MRO Professionals Spring 2014 Meeting. Co-presented at Middle Georgia State College, Macon, GA.
- Little, C.E. (2013, October). *Cracking the codes: The system of racial inequity film workshop/discussion*. Presented at Georgia College in Milledgeville, GA.
- Little, C.E. & others (2013, March) *Shaping our future: How should higher education help create the future we want?* Co-presented at Georgia College in Milledgeville, GA.
- Jackson, B. & Little, C.E. (2012, Feb.) *Decoding Tim Wise: power, responsibility, & privilege*. Workshop co-presented at Georgia College in Milledgeville, GA.
- Bill, B., Little, C. E. & Ruffin, L. (2011, May). *MALE connection*. Co-presented at 2011 National Conference on Race & Ethnicity (NCORE) in San Francisco, CA.
- Little, C.E., McClure, S. & Womack, V. (2011, Feb.) *Too black?*. Panel co-presented at Georgia College in Milledgeville, GA.

Professional Memberships

- ❖ Founding Board Member, Ahmaud Arbery Foundation (2021- 2023)
- ❖ Board Member, MENTOR Georgia (2021- current)
- ❖ Member of Baldwin County Communities In Schools Board of Directors (Nov. 2019 - Sept. 2021)
- ❖ Member of the American Association of Blacks in Higher Education (AABHE) (March 2019 – Sept. 2021)
- ❖ Member of the Georgia College Educator Preparation Stakeholders’ Council (March 2019 – Sept. 2021)
- ❖ Member of the National Association of Multicultural Educators (NAME) (February 2019 – December 2019)
- ❖ Member of the Milledgeville Chamber of Commerce’s Board of Directors (Jan 2018- Sept. 2021)
- ❖ Alumni of the Leadership and Mentoring Institute (Summer 2013) sponsored by the American Association of Blacks in Higher Education

Professional Service

- ❖ Chair of Big Brothers Big Sisters of Metro Atlanta JEDI Committee (Jan. 2021 - Nov. 2023)
- ❖ Member of Big Brothers Big Sisters of Metro Atlanta Q-Nited Committee (LGBTQ+ concerns) (Oct. 2021 - Nov. 2023)
- ❖ Chair of Diversity Committee for the GC College of Education (August 2019 - Sept. 2021)
- ❖ Member of GC-Baldwin PDS (Professional Development in Schools) Committee (2018 - Sept. 2021)
- ❖ Member of Search Committee for University Provost (May 2019 - October 2019)
- ❖ Member of the College of Education’s Diversity Committee (August 2014 – Sept. 2021)

- ❖ Member of President's Commission on Diversity (Sept 2010 – Sept. 2021)
- ❖ Co-chair of President's Commission on Diversity (June 2015- June 2017)
- ❖ Chair of Enrollment Management subcommittee of President's Commission on Diversity (Feb. 2012 – Spring 2017) – a University taskforce charged with enforcing campus-wide diversity initiatives
- ❖ Member of University QEP (Quality Enhancement Planning) Committee (Sept. 2013 – Spring 2014)
- ❖ Member of MAP/MRO network for minority advisement programs and retention officers (Sept. 2010 – Aug. 2014)
- ❖ Chair of GC-Milledgeville MLK Day planning committee (2012-2014)
- ❖ Member of MOVE (Multicultural Organization that Values Empowerment) for GC (2011 – 2014); chair/spokesperson for Membership & Nomination subcommittee from 2012-2014

Honors and Awards

- ❖ Fall 2023: Selected as a “Top 100 DEI Leader” by ProvenBase
- ❖ Fall 2021: Recipient of the *Trailblazer Dove Award* via GCSU's African-American Alumni Council
- ❖ Spring 2019: *Honorable Mention/Recognized* by the American Association of Blacks in Higher Education (AABHE) as a Dissertation Award Recipient.
- ❖ Spring 2019: Recognized as one of *Milledgeville's top 20 under 40* by the Milledgeville Magazine
- ❖ Fall 2018: *J. Douglas Toma Award for Excellence in Scholarship*: Received from the Institute of Higher Education at the University of Georgia.
- ❖ December 2017: *Honor roll nominee: Outstanding First-Year Student Advocate*. Recognized by the National Resource Center and Cengage Learning.

Grants Received

- ❖ Community Foundation of Central Georgia. *Rising MiSTER Scholarships*. Amount: \$18,500. Received in 2021.
- ❖ Georgia Power. *Call Me MiSTER*. Amount: \$10,000. Received in 2020.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$15,000 Received in 2020.
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- ❖ Georgia Power. *Call Me MiSTER*. Amount: \$10,000. Received in 2019.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$15,000. Received in 2018.
- ❖ Georgia Power. *Call Me MiSTER*. Amount: \$5,000. Received in 2018.
- ❖ Betty and Davis Fitzgerald Foundation. *Call Me MiSTER*. Amount: \$75,000. Received in 2016.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$30,000 Received in 2016.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$30,000 Received in 2015.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$30,000 Received in 2014.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$30,000 Received in 2013.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$30,000 Received in 2012.
- ❖ University System of Georgia. *African-American Male Initiative*. Amount: \$30,000 Received in 2011.

Select Teaching Experience

- EDUC 2110 (Fall 2019, Georgia College)***: Taught three-credit-hour course for pre-education students (college freshmen, sophomores, and juniors) focused on a broad overview of the k-12 educational landscape.
- ❖ ***EDMG 4950 (2017, Georgia College)***: Created and delivered online course designed around key tenets of Call Me MiSTER for student participants in Spring and Fall 2017.

- ❖ ***Rising MiSTER Academy (2015-2019, Georgia College)***: Taught/co-taught aspects of K-12 lesson plan, professionalism, and general educators' best practices to high school males via an annual summer program at Georgia College.
- ❖ ***Minority Youth & Business (2011-2014, Georgia College)***: Taught aspects of a business plan to high school students of color via an annual summer program at Georgia College.
- ❖ ***Leadership seminars and mentorship workshops (2010-2021, Georgia College)***: Lead instructor for biweekly and monthly workshops for the African-American Male Initiative and Call Me MiSTER program. Used relevant articles and texts to lead discussions and critical thinking activities related to student learning outcomes.

Select Training Experience

- ❖ ***An Introduction to Trauma-Informed Care (Sept. 2023)***: Created and implemented training to help mentors see youth via a trauma-informed lens.
- ❖ ***JEDI & You (Sept - Nov 2022)***: Facilitated several trainings to programs staff on basic JEDI principles and application to BBBS work.
- ❖ ***Showing Up For the LGBTQ Community (Oct. 2022)***: Co-facilitated staff-wide training around best practices for pronoun usage and why they're important.

Reviewer Experience

- ❖ International Journal of Qualitative Studies in Education (2019). Manuscript Reviewer.