**Charlie Williams, Ph.D., Executive Director, Equal Employment Opportunity and Diversity Programs**

**New Jersey Civil Service Commission (CSC)**

The CSC Office of Diversity Programs is responsible for developing and implementing strategies for ensuring diversity and inclusion in the State’s workforce through community outreach, trainings, programs and other initiatives. In addition, the Office works with state agencies, departments and local jurisdictions to create strategies to increase diversity and ensuring inclusion within the civil service workforce so that every employee and prospective employee feels valued and respected.

**EDUCATION:**

**Bachelor of Arts in Psychology and Administration**, Rider University, Lawrenceville, NJ

**Master of Public Administration** and **Doctor of Philosophy** – Rutgers, the State University, Newark, NJ

**BACKGROUND:**

■ Over 20 years of progressive experience in the areas of areas of student service, enrollment, diversity, equity, and

Equal Employment Opportunity and Affirmative Action (EEO/AA)

■ Effective EEO/AA investigator and trainer with demonstrated conflict resolution, interpersonal skills, consensus

building and team development

■ Demonstrated presentation skills; serving as panelist, presenter, facilitator, and coordinator for professional

development activities at the State, Regional, and National levels

■ Effective conference planner and diversity initiatives collaborator; successfully coordinated and facilitated

institutional and external conferences, meetings, and symposia

**TEACHING EXPERIENCE:**

Adjunct Faculty, Kean University, Union, N.J. – 2006 through 2018

*Undergraduate Courses:* N.J.: Local and County, Government and Introduction to Public Administration

*Graduate Courses:* Government Strategic Planning in Public Organizations; Ethics and Public Policy; Human Resources; The Oppressive Workplace; and Public Bureaucracy

**PROFESSIONAL AFFILIATIONS:**

**Mercer County Community College EOF Program Advisory Board** – *Member*, Spring 1998 – present; *Chair* 2002 – 2013

**NJ Association for Affirmative Action in Higher Education (NJAAAHE)** – *Member*, 1998 – 2019; *President*, 2014 - 2019

**NJ Affirmative Action Officers Council (NJAAOC)** *– Member*, 1998 – present; *Executive Board* 1999; Chair, 2005 - 2007

**American Association for Access, Equity and Diversity (AAAED) (formerly AAAA)***–* *Member*, 1998 – present; *National Board Member/Region II Director*, 2011 – 2019

**Annual NJ Diversity Conference in Higher Education**– Planning Committee, 2002 and 2003; 2011 – 2019; *Presenter*, 2012; *Conference Host*, 2014; *Moderator*, 2014, 2015, and 2016

**PANEL PARTICIPATION/PRESENTATIONS:**

**Presenter**, The Human and Civil Rights Association of New Jersey (HCRA), *“The Challenges of the Social Justice and Equity Change Agent: Coping with Stressors and Finding Rejuvenation,”* The College of New Jersey, Ewing, N.J., 2018

**Guest Speaker**, *What is Affirmative Action?*  Multicultural Alliance (MCA) Student Organization Program, Peddie School, Hightstown, N.J., February 2018

**Presenter**, *University Anti-discrimination Policy and Title IX Review*, Kean University Professional Development Program, January 2018

**Co-Presenter**, *Civility in the Workplace and Managing Conflict*, Wenzhou Kean University Professional Development Program, Wenzhou, China, June 2017

**Co-Sponsor and Facilitator**, “No Hate” Town Hall Meeting, American Conference on Diversity, Kean University, 2016 and 2017