

Terrence Underwood

terrenceunderwood32@gmail.com • [LinkedIn](#)
www.terrenceunderwood.com
Houston, TX • 678-314-0006

Teaching Experience

Guest Professor, Houston Community College

Houston Community College

04/ 2024

- Delivered a specialized curriculum on unconscious bias, enhancing cultural competency for over 50 Physical Therapist Assistant students.
- Facilitated interactive workshops and discussions, leading to a 30% improvement in students' ability to identify and address bias in clinical settings.
- Collaborated with program faculty to integrate bias training into the core curriculum, ensuring sustainable learning outcomes.

Board Member

Bronx Lighthouse Academies, Bronx, New York

2019 – 2023

- Led the implementation of the Lighthouse Academies mission and vision, aligning 100% of school activities with core objectives.
- Oversaw financial management, ensuring a 15% increase in financial stability and approving all compensation and major contracts.
- Built and maintained relationships with community stakeholders, increasing engagement by 25%.

Move on When Ready Professor

Georgia Piedmont College, Atlanta, Georgia

2016 – 2017

- Taught dual-enrollment courses to high school students, achieving a 95% pass rate among participants in college-level subjects.
- Developed and implemented tailored lesson plans to bridge the gap between high school and college education, fostering academic growth.
- Coordinated with senior leadership to align Equity, Diversity, and Inclusion objectives with business needs, achieving a measurable increase in diverse representation within management roles, with a target of 20% by the end of the fiscal year.

...continued...

Economic Development Consultant

West Georgia Technical College, Carrollton, Georgia

2013 – 2015

- Collaborated with regional business leaders to identify skill gaps, leading to the creation of targeted educational initiatives that boosted local economic growth.
- Developed and delivered customized training programs that enhanced the operational efficiency of participating companies by 25%.
- Provided expert instruction on business intelligence to local businesses, resulting in a 40% improvement in data-driven decision-making capabilities.

Academic Advisor/Adjunct Professor

Georgia Military College, Stone Mountain, Georgia

2014 – 2015

- Launched an innovative supplier engagement training initiative that educated procurement teams on best practices, leading to an additional 50 diverse suppliers onboarded in the first quarter after implementation.
- Analyzed supplier diversity spend and identified three high-potential diverse suppliers, integrating into the supply chain; enhanced overall vendor performance metrics by 15% through strategic partnerships.
- Championed a supplier diversity initiative that attracted diverse vendors to the procurement process, increasing vendor participation by 40% and establishing long-lasting relationships that contributed to community development efforts.

Career Experience

Director Education, Talent and Inclusion

Memorial Hermann Health System, Houston, Texas

2022- 2024

- Formulated a data-driven framework to assess DEI initiative impact, capturing insights from 200+ employees on participation and feedback; the framework is now a standard practice for ongoing evaluation within the organization.
- Cultivated partnerships with 10 diverse community organizations to enhance outreach efforts; initiatives led to an increase in employee commitment through participation in diversity events, enriching workplace culture and community relations.
- Initiated a mentorship program that matched 50 employees with senior leaders, enhancing professional development opportunities and leading to the appointment of 10 participants in key leadership roles over the next fiscal year.

Vice President Leading for Equity & Inclusion

Catalyst, New York

2019 – 2023

- Designed and led a training program for 150+ managers, boosting leadership effectiveness and increasing workforce engagement by 20% in the annual survey.
- Developed a framework for tracking diversity and inclusion progress across 20+ departments, promoting accountability and collaboration.
- Led a strategic analysis of diversity programs, implementing data-backed recommendations that improved retention rates for underrepresented groups while enhancing overall employee satisfaction and engagement across the organization.

Head of Diversity & Inclusion

Peoples Gas, Tampa, FL

2021 – 2022

- Created a Diversity Council focused on three areas: Training & Development, Culture, and Communications.
- Coordinated with senior leadership to align Equity, Diversity, and Inclusion objectives with business needs, achieving a measurable increase in diverse representation within management roles, with a target of 20% by the end of the fiscal year.

Learning Partner Diversity & Inclusion

US Cellular, Chicago, IL

2017 – 2019

- Coordinated the execution of annual diversity training programs and workshops, enhancing employee engagement metrics by 40% and ensuring the participation of over 200 employees across departments in the company.
- Piloted a robust budget strategy of \$150,000 for D&I initiatives; reallocated resources towards impactful programs that enhanced internal promotion rates of diverse talent, now recognized across the organization for significant improvement.

Vendor Manager Supplier Diversity

AT&T, Atlanta, GA

1999 – 2016

- Launched an innovative supplier engagement training initiative that educated procurement teams on best practices, leading to an additional 50 diverse suppliers onboarded in the first quarter after implementation.
- Analyzed supplier diversity spend and identified three high-potential diverse suppliers, integrating into the supply chain; enhanced overall vendor performance metrics by 15% through strategic partnerships.
- Championed a supplier diversity initiative that attracted diverse vendors to the procurement process, increasing vendor participation by 40% and establishing long-lasting relationships that contributed to community development efforts.

Education

Doctor of Education, Organizational Leadership, Emphasis in Organizational Development Dissertation:

A DESCRIPTIVE STUDY OF THE CHARACTERISTICS OF SERVANT LEADERSHIP ON EMPLOYEE MOTIVATION

Argosy University, Atlanta, GA

MBA, Project Management Keller Graduate School of Business, Atlanta, GA

CeDiploma, Reducing Racial Disparities in Health Care Harvard

Certifications

Certified Diversity and Inclusion Recruiter- AIRS powered by ADP

Removing Barriers to Change- Wharton School of Business

Certified Diversity, Equity, & Inclusion Practitioner – Catalyst Inc.

Advanced Training

Ohio Christian University – **e360, SONIS**

Georgia Military College-**Moodle**

True Colors International-**True Colors Certified Facilitator**

Volunteer Experience

Community Service Corp Member- Memorial Hermann Health System

2022-2024

All Pro Dads – Team Captain- IDEA Charter Schools - Tampa, Florida

2021-2022

Board Member: Culture Committee- Bronx Lighthouse Charter School

2019-2020

Books

Racism and The Workplace: A corporate Pandemic

https://read.amazon.com/kp/embed?asin=B08YJHYJ1P&preview=newtab&linkCode=kpe&ref_cm_sw_r_kb_dp_NP34XPNAF69G5G7NQ9YY

Research and Publication Interest

The Diversity, Equity, & Inclusion in Organizations in the Global Arena

Strategic Leadership versus Strategic Management- The challenges for Leaders

Exploring and Understanding Virtual Learning Environments

Publications

<https://www.namspeakers.com/post/covid-19-and-ageism>

<https://www.namspeakers.com/post/anger-management-diversity-and-inclusion-in-the-workplace>

<https://www.namspeakers.com/post/anger-management-strategies-and-their-importance-for-marginalized-groups>

<https://www.namspeakers.com/post/the-stigma-and-impact-on-mental-health-in-the-black-community>