



## MCCLAURIN SOLUTIONS TEAM



*Dr. Irma McClaurin, Founder*



*Dr. Kesho Scott*



*Attorney Amilcar Priestley*

***McClaurin Solutions*** is a consulting firm comprised of experts who work collaboratively to develop creative solutions for organizations so they can STOP the insanity of doing the same thing over and over again while expecting different outcomes. Services include executive coaching, design of strategic and communications plans, assessments, program development, trainings/workshops and communications plans related to Diversity and Inclusiveness and Organizational Change & Transformation. The approach McClaurin Solutions takes to diversity and inclusiveness strategy development is based on Dr. Kesho's Scott's model of "Positive Engagement." Our company values collaborative and participatory processes, and seeks to design solutions rooted in a clear understanding of the organization's culture—where it's been, where it's stuck and what it aspires to become. Our team is experienced in facilitating community partnerships and engagement, project management, coaching, Board development and training, strategic communications plans (including social media), and digital storytelling to build brands; we encourage our clients to think about diversity and inclusiveness as an organic part of their legacy, organizational culture and brand. Former clients include the Office of Equity and Inclusion at the University of Oregon, the Minnesota African American Museum, the Friends of Oberlin Village (African American cemetery). McClaurin Solutions draws upon a core team of people with exceptional expertise. As projects demand, McClaurin draws upon a dynamic pool of other scholars and experts.

### ***THE TEAM***

**Irma McClaurin, MFA/PhD** (<http://www.irmamcclaurin.com/media.php>) is the Founder of McClaurin Solutions and is a Solutions Executive. Her terminal degrees are in English (MFA) and Cultural Anthropology (PhD). Additional certifications are in conflict resolution, leadership and resilience, and recently completed a digital storytelling workshop. McClaurin has over 30+ years of administrative experiences that range from the Classroom to the Boardroom, and . A former senior faculty for leadership education for the federal government, University president, Diplomacy Fellow at USAID (orange-level security clearance) and Ford



Foundation Program Officer for Education and Scholarship, she has experience in curricula development, program design, budget and project management, disaster recovery, institutional change and transformation, and executive leadership coaching. McClaurin has served as an administrator at Ivy League institutions, HBCUs, and Research I universities. She has held tenured positions in anthropology at the UFlorida and UMinnesota, published numerous refereed journal articles and lectured extensively on literature. McClaurin is a motivational speaker who has appeared on NPR and television and presented at national and international conferences. While at the Ford Foundation her grantees included with the American Anthropology Assoc., the National Academies of Science, the American Museum of Natural History, the Chicago Field Museum, the United Negro College Fund, the Schomburg Library, the National Council for Black Studies, the Mayo Clinic, the National Women's Studies Association, and Ms. Magazine, among others. As the founder of McClaurin Solution, she draws upon her extensive and diverse network of professionals with expertise in diversity and inclusion, higher education, digital humanities, entertainment law, health, human rights, social policy, philanthropy, journalism, publishing, technology, and more. She currently serves as the Chief Diversity Officer at a national educational non-profit.

**Kesho Y. Scott, PhD** (<http://www.grinnell.edu/academic/sociology/people/faculty/scott>) is an internationally renowned Cultural Competency Trainer and award-winning writer who has worked with McClaurin Solutions for almost a decade. An Associate professor of in American Studies and Sociology at Grinnell College in Iowa, she has 25years+ developing unlearning racism work. She has led hundreds of workshops with corporations, institutions of higher education and community organizations. A promoter of “**positive engagement**,” Scott has dedicated her professional life to educating across generations and national cultural boundaries to inspire democracy participation, open new pathways to equality and celebrate difference throughout the Heartland, nationally and globally. In her workshops and trainings, she emphasizes an approach that focuses on self-evaluation as part of a human rights commitment and shifts participants’ awareness, commitment and skill set toward being actively and personally committed to change and becoming part of the vision of an “ISMS Free” world in the 21<sup>st</sup> century. Scott’s unique approach has attracted media attention including appearances on the Oprah Winfrey Show, Sonya Live and CNN. Scott is the recipient of an American Book Award (for *Tight Spaces*, 1988), a Human Rights Award (for *The Habit of Survival: Black Women in America*, 1991) and the 2008 Christine Wilson’s Medal for Justice and Equality. She is a former Fulbright Fellow and Semester at Sea Faculty member. Her current writing projects include a memoir on her work as a Diversity Trainer (*Stop Hurting Others and Yourself*), a gender study of the Black male’s educational “habit of surviving” and a love story. Scott is a former Fulbright Fellow (Ethiopia), and for the last three years has served as a guest lecturer in Beijing and Shanghai, China. In 2013, Scott was selected for the Archill Heinrich Cottage Writers Residency in Ireland.

**Amilcar Priestley, Esq.** is the newest member of McClaurin Solutions. He provides the company with domestic and legal expertise in the areas of human rights, corporate and entertainment law. Priestley is a bilingual corporate and media attorney, technology "evangelist" and human rights advocate whose focus is on issues regarding Latinos, African Americans and Afrolatinos. He serves as a legal consultant on branding, radio and technology to media clients. He is also the Director of The Afrolatin@ Project or ÄLP" ([www.afrolatinoproject.org](http://www.afrolatinoproject.org)). Through the ALP, Priestley has developed a



digital based resource and educational tool that documents the experiences of the nearly 200 million Afro-Latin Americans and Afrolatinos in the US, Latin America and the Caribbean. The ALP encourages the use of digital and mobile technology as a means to educate, drive awareness and empower marginalized communities. As a recognized expert in the field of Afrolatino digital citizenship and literacy, Priestley has presented at national and international conferences in Panama City Panama, Austin, Texas, New York, Puerto Rico, Guatemala and Santo Domingo to name a few. He has emerged as a leader in the development of digital preservation efforts to capture and record the stories of Afrolatinos locally and globally. In developing a methodology that uses technology to curate and analyze oral history narratives, Priestley has sought to incorporate the use of big data analytics to bring light to the underlying concerns that hamper economic and social development in much of Latin America and the Caribbean's Afrolatino populations. He is currently developing the "Teach Afrolatino" initiative, which will use video and audio lesson plans to engage and reach communities with knowledge of their own histories using various information and communications technologies (ICT) to complement existing educational gaps on a largely under represented population in the US, the Caribbean and the Americas. He is an avid baseball fan and has coached Harlem Little League baseball for four years.

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