

ROBERTO A. SANABRIA

Experienced, accomplished equal opportunity manager with a proven history of developing and establishing programs to provide critical assistance to key demographics, including: additional recruitment opportunities for veterans, additional acceptance opportunities for minorities, sexual misconduct prevention and more. A true leader, capable of training staff and faculty in promoting diversity and acceptance and reducing discrimination and harassment. Capable executive, able to direct entire offices of skilled individuals and providing constructive insight to board meetings to promote organization goals. *Areas of Expertise include:*

- | | | |
|-------------------------|-------------------------------------|----------------------|
| ✓ Project Planning | ✓ Diversity and Equal Opportunity | ✓ Strategic Planning |
| ✓ Program Management | ✓ Public Speaking and Communication | ✓ Adult Education |
| ✓ Compliance Management | ✓ Staff Training & Leadership | ✓ Problem Resolution |

EXPERIENCE & NOTABLE CONTRIBUTIONS

Puerto Rican Cultural Center • Chicago, Illinois • 2016 – Present

CONSULTANT

Train management staff to recognize and prevent illegal discrimination and harassment, provide training to employees to recognize and prevent sexual misconduct in the workplace, lead efforts to update employee handbooks.

KEY ACCOMPLISHMENTS:

- Created and delivered sexual misconduct prevention and cultural sensitivity trainings for management and staff.
- Brought employee handbooks and PRCC policies into compliance with state and federal laws.
- Created internal complaint and reasonable accommodation processes.
- Reduced overall number of complaints and external charges.
- Increased diversity in hiring and greater overall retention.

NORTHWESTERN UNIVERSITY • Evanston, Illinois • 2013 – 2015

DIRECTOR, OFFICE OF EQUAL OPPORTUNITY AND ACCESS

Lead OEOA to ensure University provides an environment free of discrimination and harassment, as well as create opportunities to improve diversity and access for faculty and staff. Develop, administer, and monitor University's compliance strategies. Plan, direct, supervise, and monitor work activities of OEOA staff. Manage performance and establish goals and department objectives. Coach and counsel staff members to improve performance and promote training, development, communication, and team effectiveness. Served as content expert for recruitment and retention efforts.

KEY ACCOMPLISHMENTS:

- Fielded and coordinated a team across University departments to respond successfully to an OFCCP audit.
- Trained faculty and search committees to ensure applicant searches were diverse and compliant.
- Conducted sexual misconduct/illegal discrimination prevention training at employee orientations.
- Amended non-discrimination policy to ensure compliance with state and federal statutes.
- Slashed costs and reduced need of outside consultation by creating Senior EEO Specialist position.
- Created first ever Veterans and Individuals with Disabilities Jobs Fair, which is now an annual event.
- Created and chaired the University-wide Accessibility Advisory Council.

NORTHEASTERN ILLINOIS UNIVERSITY • Chicago, Illinois • 2009 – 2013

DIRECTOR, OFFICE OF UNIVERSITY OUTREACH AND EQUAL EMPLOYMENT

Served as the University's Chief Diversity Officer, Affirmative Action Officer, Equal Employment Officer, Title IX Officer, Ethics Officer, ADA Coordinator, and Liaison to education, social service, government, and business institutions in Chicago and the region. Provided leadership and support for the University's Strategic Plan, particularly in support of the goal of Urban Leadership. Ensured compliance with equal employment opportunity/affirmative action laws and requirements, and the State Officials and Employees Ethics Act. Directed Reasonable Accommodation request procedures. Prepared University's Affirmative Action Plan for employment.

KEY ACCOMPLISHMENTS:

- Counseled President on matters regarding diversity and inclusion.
- Provide advice and training to faculty/staff search committees.
- Represented University President at public-speaking events when she was unable to attend.
- Investigated and resolved complaints of discrimination and discriminatory harassment.
-

ILLINOIS DEPARTMENT OF CHILDREN AND FAMILY SERVICES • Chicago, Illinois • 2004 – 2009

SPECIAL ASSISTANT TO THE DIRECTOR / CHIEF OF LATINO SERVICES

Monitored and approved all hires and promotions throughout the state in order to ensure diversity. Supervised the Offices of Latino and African American Affairs, as well as the reasonable accommodation requests of DCFS staff. Assisted executive staff in identifying and resolving affirmative action and EEO issues in their divisions. Served as Statewide Investigator of affirmative action complaints filed by employees, wards of the State, biological parents, and foster parents. Monitored and promoted diversity in DCFS workforce. Served as Statewide Program Manager of Latino issues for DCFS.

KEY ACCOMPLISHMENTS:

- Created sexual misconduct prevention and cultural sensitivity trainings for staff.
- Served as Statewide Program Manager of Latino issues for DCFS.

DE PAUL UNIVERSITY • Chicago, Illinois • 2003 – 2007

ADJUNCT PROFESSOR – MEXICAN HISTORY

Created the curriculum and taught a history course for business students in DePaul's School for New Learning

NATIONAL-LOUIS UNIVERSITY • Chicago, Illinois • 1999 – 2001

ADJUNCT PROFESSOR – ADULT EDUCATION

Co-created a Master of Adult Education Program at NLU that focused on, as well as drew all of its students from, Chicago's Latino community. The curriculum was designed to be relevant to Latino issues and Latino community building.

DR. PEDRO ALBIZU CAMPOS ALTERNATIVE HIGH SCHOOL • Chicago, Illinois • 2002 – 2004

High School Teacher – Puerto Rican History and Spanish Language

ROBERTO CLEMENTE COMMUNITY ACADEMY • Chicago, Illinois • 1993 – 2002

High School Teacher – History and Spanish

Assistant chair of the history department. Taught AP Spanish courses. Coordinated bilingual program for two years.

LATINO YOUTH ALTERNATIVE HIGH SCHOOL • Chicago, Illinois • 1987 – 1992

Taught Spanish language and Latin American history courses. Counseled students.

EDUCATION & TRAINING

Educational Doctorate in Adult Education

NATIONAL-LOUIS UNIVERSITY | Chicago, IL

Master of Science in Adult Education

NORTHERN ILLINOIS UNIVERSITY | DeKalb, IL

Bachelor of Arts in Spanish Language

UNIVERSITY OF ILLINOIS | Champaign, IL

Staff Leadership: Executive Education, Northwestern University, 2014

Leadership Development Program, Center for Creative Leadership, 2014

Senior Certified Affirmative Action Professional Training, American Association for Access, Equity, and Diversity

COMMUNITY & VOLUNTEER WORK

Governor's Advisory Council for Hispanic Employment: Chair | April 2014 - Present

American Association for Access, Equity, and Diversity (AAAED) 2005 – Present

- AAAED Chair of Bylaws and Resolutions Committee | 2014
- AAAED Region V Director | 2014 – Present

National Association of Diversity Officers in Higher Education

NADOHE National Conference Planning Committee | 2013 – Present

Cofounder, El Rescate: Midwest's First Permanent Housing for Homeless LGBT Youth | 2013

Cofounder, Vida/SIDA: HIV/AIDS Education and Prevention Initiative | 1988

Led Illinois Governor's campaign to promote breast and cervical cancer awareness in Latino Community | 2007