

# Tracey Hope Tsugawa

## **Education:**

M.Ed. Center for International Education, University of Massachusetts, Amherst  
Focus: Community Development and Popular Education in Latin America

Limited Status Program, University of California, Santa Cruz  
Courses taken in Education, Latin American Studies, Spanish Language

B.A. Oberlin College  
Major: East Asian Studies  
Honors: Oberlin Shansi Memorial Association Teaching Fellowship to Japan

## **Civil Rights/Investigation/Compliance/Training/Cultural Competency Experience:**

Title IX Officer, University of California, Santa Cruz, (2014-present). Responsible for overseeing and/or engaging in implementation of new local campus and UC system-wide mandates, and state and federal laws and regulations related to Title IX and the Clery Act; collaborative development and implementation of local policies and procedures and guidance materials with and for various campus partners; conducting and supervising formal investigations and alternative resolutions of Title IX complaints as well as mandatory and recommended education and training activities for constituents across campus; cultivating and expanding collaborative partnerships with a broad range of campus partners to improve responses to reports and cultivate cultural change; providing consultation and serving as a primary resource for students, staff, and faculty; development of annual public awareness campaigns on key Title IX issues; directing the growth of the Title IX office; in depth participation in the development of system-wide policies and procedures with colleagues from other UC campuses and the UC Office of the President.

Civil Rights Investigator, Vermont Human Rights Commission, (1999-2014). Investigated allegations of discrimination in housing, public accommodations and employment; presented factual findings and legal analysis to the Vermont Human Rights Commissioners in investigation reports; developed and conducting in depth, state-wide civil rights training and outreach for schools and community groups regarding ADA compliance, school bullying and harassment, cultural competency skills, and refugee and immigrant issues; kept abreast of current civil rights case law and legislation related to fair housing, employment, and public accommodations; facilitated settlement negotiations; served on issue-specific task forces, legislative study groups, and statewide advisory councils; worked collaboratively with various state and federal offices as necessary.

Founding Member, CQ Strategies, LLC (2010-2014). Collective of five consultants working with non-profit organizations and government entities on cultivating greater cultural competency in all aspects of organizational functioning: board development, staff development, recruitment/hiring/retention, marketing and outreach, strategic planning, program development, etc. Clients included the Community and Economic Development Office, City of Burlington; the United Way of Chittenden County; Fletcher Free Library; the Howard Center; the ECHO Lake Aquarium and Science Center in Burlington, VT; the National Park Service in Woodstock, VT.

Independent Consultant, (1995-2014). Conducted organizational development training for community-based organizations and schools on strategic planning, staff and board development, anti-racism/anti-bias training, conflict in the workplace, and cultural competency. Clients included the Asian Task Force Against Domestic Violence, Boston, MA; Massachusetts Asian Pacific Islanders for Health, Boston, MA; Colombia Human Rights Committee, Washington, D.C.; Women Expanding - Literacy Education Action Resource Network, Cranston, RI; Outright Vermont, Burlington, VT; the Howard Center, Burlington, VT.

Training Consultant, The Exchange Project, Peace Development Fund (PDF), Amherst, MA (1995-2001). Provided trainings to local, regional, and national grassroots social justice and community organizations in the eastern U.S., including the Fellowship of Reconciliation in New York and the Highlander Education Center in Tennessee.

Associate Member, Diversity Consultants Network (DCN), Amherst, MA (1994-1997). Offered workshops addressing issues of equity and inclusion to enhance the effectiveness of educational institutions and community-based organizations; also offered workshops on assessment and evaluation, conflict resolution, identity development, intercultural communication, multicultural education and curriculum development, team building, and leadership and organizational development.

Consultant, Gender Equity Program, Springfield Technical Community College, Springfield, MA (1995-1996). Facilitated workshops at vocational high schools in conjunction with community colleges: staff and student development sessions on gender equity issues, including counseling, curriculum development, pedagogy, and sexual harassment.

Research Associate, “Afro-Colombian Responses to Modernity” Research Project funded by the Rockefeller Foundation, Cali, Colombia (1993). Member of an international research team directed by Professor Arturo Escobar (then University of Massachusetts, Amherst, now University of North Carolina, Chapel Hill) and Professor Alvaro Pedrosa (Universidad del Valle, Cali) focusing on the struggles for autonomy and cultural integrity of the Afro-Colombian communities along the Pacific coast of Colombia; conducted an ethnographic institutional study of Fundación Habla/Scribe, a non-governmental organization supporting community-based communication and education empowerment projects within the indigenous and Afro-Colombian communities of western Colombia.

## **Administrative/Supervisory experience:**

Title IX Officer, University of California, Santa Cruz (2014-present). Supervision of staff and investigations; management of all aspects of office organizational development, including implementation of a new case management database system; development of policies and implementation of campus and system-wide mandates, as well as state and federal laws and regulations; engagement in high-level collaborative partnerships with key entities on campus (Staff Human Relations, Academic Personnel Office, Academic Senate, Academic Deans and Departments, University Relations, Office of Diversity, Equity and Inclusion, Student Conduct, Dean of Students Office, UC Police Department, Student Resources Centers, Residential Life, Dining Services, etc.); active participation in system-wide UC initiatives.

Executive Director, Asian American Resource Workshop (AARW), Boston, MA (1996-1998). Responsible for program planning and implementation, supervising staff, fiscal management, fundraising and grant writing, public relations, advocacy work, outreach/membership development, long-range planning, and coordination of collaborative multi-organizational initiatives.

Assistant Coordinator, Merrill Field Program (MFP) for Experiential Learning, University of California, Santa Cruz (1988-1990). Advised students on field study options, language study, and academic matters; developed curriculum for and co-taught "Preparation for International Studies" course; supervised student field study; conducted cross-cultural skills workshops; researched and wrote Latin American Studies Field Study Program development plan in conjunction with LAS faculty.

## **Teaching Experience:**

Adjunct Faculty, University of Vermont, Environmental Studies Program (2011-2014). Teaching upper level undergraduate courses on environmental justice: "Race, Class, and Garbage," and "Environmental Justice Law & Policy."

Adjunct Faculty, Springfield College School of Human Services/Boston campus (1997-2011). Teaching core program graduate courses "Organizational Growth and Change," "Building Multicultural Organizations and Communities," "Conflict in the Workplace," and "Ethics and Leadership" for mid-career human services professionals.

Adjunct Faculty, Community College of Vermont (1999-2000). Teaching "Race, Class, and Gender" and "Introduction to Women's Studies."

Adjunct Faculty, University of Massachusetts, Amherst (1998, 1996). Teaching "Introduction to Asian American Studies" and "Asian American Literature."

Lecturer, American Studies/Sociology, University of Massachusetts, Boston (1997-1998). Teaching "Asian Women in the U.S."

**Language:**

Spanish, spoken and written

**Interests:**

Civil Rights/Constitutional/Environmental Law, Organizational Growth and Change, Cultural Competency/Social Justice Education and Training, Environmental Studies/Environmental Justice, Group Facilitation/Dynamics, Cultural Studies, Popular Education, Latin American Studies, South and East Asian Studies, Ethnic Studies, Tibetan and Zen Buddhism.

**Other relevant work activities and leadership experience:**

Member, *UC President's Task Force for Preventing and Responding to Sexual Violence and Sexual Assault*, responsible for reviewing and revising UC policies and procedures for investigating and adjudicating cases of sexual violence and sexual harassment involving students, staff, and faculty and providing recommendations to President Napolitano, September 2014-November 2015; implementation of new mandates began January 1, 2016.

Member, *Affordable Housing Task Force*, Town of Williston, February - December 2013.

Chair, *Hazing, Harassment and Bullying Advisory Council*, a legislatively mandated statewide advisory council tasked with examining school climate, bullying, harassment and hazing in Vermont schools and generating recommendations for the Secretary of Education, Vermont Legislature, and other relevant bodies about improving the manner in which schools address and respond to these issues, August 2012-2014.

Member, *Vermont State Advisory Committee, U.S. Commission on Civil Rights*, 2008-2010.

Basic Mediation Workshop (30 hrs. of training), Woodbury Institute of Champlain College, Burlington, VT, September 2009.

Multicultural Mediation Certificate (40 hrs. of training), University of Massachusetts, Amherst, MA, June 1996.

Presentation, "Voz, Conciencia y Movimiento: El Poder y Las Luchas de Las Mujeres de Color en Los Estados Unidos" (Voice, Consciousness and Action: The Power and Struggles of Women of Color in the U.S.), International Seminar on Gender and Ethnicity, Center for the Study of Gender, Women and Society, Universidad del Valle, Cali, Colombia, January, 1996.