**Catalina Piatt-Esguerra, Ph.D.**

212 Turkey Ridge Road | Charlottesville, VA 22903

(202) 556-6890 | catalina.esguerra@gmail.com

**SUMMARY**

I am an expert DEI practitioner, administrator, educator, and researcher, seeking a high-impact leadership role in which I can build an equity-minded infrastructure in an organization aspiring to produce a institutional climate of belonging. I bring an established record of excellence in effective communication, bridge-building, data and research analysis, writing for diverse audiences, public speaking and facilitation, and liaising between diverse stakeholders.

**PROFESSIONAL EXPERIENCE**

**University of Virginia Library, University of Virginia**

*Associate Dean for Inclusion, Diversity, Equity, and Accessibility* July 2022-Present

* Lead and participate in Library-wide initiatives to examine current practices and strengthen policies that advance diversity, equity, and inclusion goals.
* Serve as the senior administration’s representative on the Library’s Inclusion, Diversity, Equity, and Accessibility Committee, providing expert knowledge and guidance for efforts to improve climate, intergroup relations, and accountability.
* Direct the implementation of the Library’s Inclusive Excellence Plan, tracking outcomes and accountability, collecting relevant data, and preparing an annual progress report
* Participate in strategic planning, budget planning, and other high-level Library decision-making processes.
* Collaborate with UVA Human Resources, the Division for Diversity, Equity and Inclusion, and University offices to identify training needs and resources for staff.
* Represent the Library in professional organizations and meetings and contribute to knowledge in the field through professional publications and presentations
* Establish practices and analyze metrics for evaluating progress on DEI goals and initiatives in collaboration with Library Assessment staff. Collaborate on the design and analysis of regular Library climate surveys. Make recommendations for organizational change based on analytics and findings.
* Represent the Library in meetings, committees, and other project work undertaken by diversity officers across campus under the leadership of the University’s Division for Diversity, Equity, and Inclusion.
* Advise and monitor search and recruitment processes to strengthen the hiring process, contribute to building diverse outreach and recruitment networks, and work with Library leadership to ensure retention and well-being of an increasingly diverse staff.
* Lead, coordinate, or participate in programs and initiatives with campus partners, including academic departments and centers, student groups, and programs engaging the wider community beyond the University.
* Manage participation in fellowship opportunities and similar programs sponsored by library organizations to increase diversity in the profession

**School of Education & Human Development, University of Virginia**

*Director of Diversity, Equity, and Inclusion* January 2022-July 2022

*Diversity, Equity & Inclusion Programs Manager* January 2021-January 2022

* Design and facilitate new initiatives, programming, and events that promote diversity, equity, and inclusion (DEI) in EHD for 1200+ students and 300+ faculty and staff
* Manage the Office of DEI budget and resources, including direct hiring and supervision of multiple student interns
* Pilot inaugural EHD BIPOC Alumni Program, including partnerships with the School’s Foundation, special events, and networking opportunities for current BIPOC students
* Lead effort in research and identification of expert speakers, guests, models, and frameworks around DEI issues
* Partner with Faculty Affairs on mentoring program, including development of curriculum and other programmatic and onboarding opportunities for faculty
* Collaborate with Academic Associate Deans and appropriate EHD stakeholders in facilitating DEI-focused programmatic opportunities
* Participate actively in the University’s Diversity Council Meetings, Division for DEI committee meeting, and bi-weekly Diversity Deans meetings to promote the work of the EHD Office of DEI across Grounds
* Serve on necessary committees at EHD and University-level committees to further DEI goals, including search committees, affinity groups and DEI Working Groups

**Miller School of Albemarle**

*Coordinator of Diversity, Equity & Inclusion* May 2020-January 2021

* Designed position description to serve as School’s first DEI Coordinator
* Supported curriculum development aimed at more inclusive and social-justice-minded teaching and learning through quarterly anti-racist workshops and other presentations
* Served as administrative lead for the Student Diversity Leadership Council (SDLC)
* Led professional development opportunities including anti-racist book series, oversight of Diversity Committee, and facilitating Safe Space trainings
* Integrated LGBTQIA+ workshops into Residence Life manuals and onboarding training

**Miller School of Albemarle**

*Upper-Division Spanish Instructor* August 2019-January 2021

* Developed and teach Spanish courses (including AP Spanish), as well Study Skills and ESOL to help students acquire foreign-language mastery
* Advised students in sports and co-curricular activities to foster learning and engagement outside the classroom
* Mentored and coached cohort of students of color through pre-college preparation and other academic support areas

**U-M Office of Diversity, Equity, and Inclusion**

*Advisory Board Member* August 2018–May 2019

* Collaborated with undergraduates, graduate students, and Chief Diversity Officer to review, provide feedback and explore implementation of U-M DEI Strategic Plan 1.0
* Served to facilitate university-wide conversations around DEI strategies and visibility to promote student enfranchisement and energy around U-M’s environmental inclusivity

**U-M Office of Academic Multicultural Initiatives**

*Graduate Success Coach* August 2018–May 2019

* Mentored 3rd and 4th year underrepresented students, helping them identify academic and professional goals based on major/career focus areas
* Designed workshops around professional development and academic growth to address invisible barriers in educational access to better inform students’ post-collegiate trajectories
* Leveraged campus resources and experiential opportunities to enhance student awareness and preparation for post-baccalaureate success

**U-M Rackham Professional Development Leadership Program**

*Graduate Fellow*August 2018–May 2019

* Designed and piloted departmental programming aimed at building bridges and addressing success pipelines obstacles for graduate students and doctoral alumni in the Department of Romance Languages
* Developed framework and criteria for the Rackham Excellence in Diversity, Equity and Inclusion Award to recognize students engaging diversity work across U-M campus.

**U-M Rackham Program in Public Scholarship**

*Program Assistant* August 2017-May 2018

* Collaborated with Programs Manager to develop programs and events designed to professionalize graduate students for public scholarship and community-engagement opportunities
* Assisted in grant review and provided support for student success plans of public scholarship projects

**University of Michigan Publishing Press**

*Acquisitions & Marketing Fellow* June 2017-August 2017

* Collaborated on website overhaul to address accessibility and visual inclusivity concerns
* Co-led review of referee and feedback procedures to promote greater diversity of submissions

**Museum of Fine Arts, Houston: International Center for Art of the Americas**

*Digital Archive Intern* January 2016-May 2016

* Research original works and writings of Cuban art critic Gerardo Mosquera
* Wrote original annotated bibliographies (in Spanish and English) of Mosquera’s scholarship across a span of two decades
* Assisted in programming and publicity surrounding launch of exhibition *Contingent Beauty: Contemporary Art of Latin America*

**U-M Office of New Student Programs**

*Faculty/Staff Mentor* September 2016–May 2019

* Collaborated with undergraduate co-mentor and create community for 9 first-semester students by offering one-on-one support and group event programming on the transition to college
* Assisted in development of programming to support new emphasis on first-generation and low-SES students in Fall 2018

**Office of New Student Programs, University of Michigan**

*Orientation Facilitator* May 2015–May 2019

* Directed introductory session of 250+ incoming students and respective parents that resulted in education and attentiveness to campus academic resources
* Facilitated dialogue and fostered community among team of orientation leaders and session speakers resulting in successful program implementation

**EDUCATION**

**Ph.D.,** Romance Languages and Literatures—Spanish

Rackham Diversity, Equity, & Inclusion Professional Certificate

Graduate Certificate in Teaching

Museum Studies Graduate Certificate

*University of Michigan*

**M.A.,** Spanish & Latin American Studies (Highest Distinction)

*American University*

**B.A.,** Hispanic Studies

*The College of William & Mary*

**SELECTED FELLOWSHIPS, AWARDS & HONORS**

2011-2019 Rackham School of Graduate Studies Merit Fellowship

2018 Edward A. Bouchet Graduate Honor Society

Engaged Pedagogy Initiative Fellow, Office of Community-Engaged Academic Learning

2017 Andrew W. Mellon Public Humanities Fellowship

2013 U-M International Institute Individual Fellowship

2008 R. Merritt Cox Award, Department of Modern Languages & Literatures

National Scholars Honor Society

Sigma Delta Pi National Spanish Honor Society

**SELECTED CONFERENCES, INVITED LECTURES, & ROUNDTABLES**

2022 “Humanities Out of the Box: Becoming Leaders in Education, Business and Beyond.” Invited Panelist. The Graduate School. Princeton University.

“Equity Committee Presents: Navigating Life.” Invited Panelist. School of Education & Human Development. University of Virginia.

“Collaborative and Collective Action on Campus: The Path Towards Change.” Association of American Colleges and Universities Annual Meeting. Roundtable. Washington D.C.

“Building Out, Building Up: Strategies for Launching a School-Level Office of DEI.” National Associate of Diversity Officers in Higher Education Annual Conference. San Diego, CA.

2021 “Future of Humanities: The Power of Inclusive Careers.” Invited Speaker. Rackham Graduate School. University of Michigan.

“Encountering US Colombianidades: Dialogues in Latin American and Latinx Studies” Roundtable. Latin American Studies Association Virtual Congress.

2019 “Transnational Migration & Heterogenous Origin: The Role of U.S. Colombians in Latinx Studies.” Roundtable. American Studies Association Conference. Honolulu,

HI.

“Home is Where the Heart Is? Diasporic Home in U.S. Colombian Communities.” Yale Bouchet Conference on Diversity and Graduate Education. Yale University.

2018 “Reimagining the Academy: Constructing Inclusive and Participatory Communities in Challenging Times.” Invited Lecture. C3 Summit, Middlebury College.

“Emerging U.S. Colombianidades: Keywords in U.S. Colombian Studies” Roundtable. American Studies Association Conference. Atlanta, GA

“Cultural Studies Now: Considerations of Studying Latin America.” Invited Lecture. The College of William & Mary.

**“**Imposed Exile and Diasporic Estrangement in *Vida* by Patricia Engel.” US Colombianx Inaugural Symposium*.* Williams College.

2017 “*Narcos* Now: How to Understand Netflix’s Obsession with the Colombian Cartels.” Invited Lecture. University of Michigan.

*The place where things happen for the second time*, Gallery 9338 Campau. Invited Discussant. Detroit, MI

**PROFESSIONAL SERVICE**

**University of Virginia**

2021-Present Founder and Co-President, UVA Latinx Employee Resource Group

Advisory Member, Discover Latinx CVille, Charlottesville & Albemarle County Tourism Board

UVA Library Representative, UVA Diversity Council

Advisory Board Member and Program Moderator, Virginia Center for the Book

**Miller School of Albemarle**

2019-2021 Faculty Liaison, Diversity & Inclusion Leadership Council

Faculty Service Affiliate, Jefferson School African-American Heritage Center

Faculty Sponsor, Spanish Honor Society

**University of Michigan**

2018-2019 Co-Founder, Public Scholarship Interdisciplinary Workshop

2015-2017 Rackham Diversity Committee Member,Rackham Graduate School

2011-2014 Charles F. Fraker Graduate Student Conference Organizing Committee, Department of Romance Languages and Literatures

**LANGUAGES**

Spanish: Near native fluency in reading, writing, and speaking

French: Basic proficiency in reading

**PROFESSIONAL REFERENCES**

Kevin G. McDonald

*Vice President for Diversity, Equity, Inclusion & Community Partnerships*

Division for Diversity, Equity & Inclusion | University of Virginia

[kgm8km@virginia.edu](mailto:kgm8km@virginia.edu)

Robert Q. Berry, III

*Dean and Professor | Paul L. Lindsey & Kathy J. Alexander Chair*

College of Education | University of Arizona

[rqberry@arizona.edu](mailto:rqberry@arizona.edu)

Ethriam Cash Brammer

*Assistant Dean | Diversity, Equity, & Inclusion Implementation Lead*

Rackham Graduate School | University of Michigan

[ebrammer@umich.edu](mailto:ebrammer@umich.edu)