



MARTHA R. BIREDA, Ph. D
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My deepest passion is seeing the human spirit come alive; to help others, especially those who are oppressed in any way, come to know and believe in their own worth and to express their authentic selves. My highest sense of fulfillment comes from seeing a child believe in himself because I have helped a teacher believe in his potential; from seeing an inmate feel empowered to change his life; from the sense of accomplishment on a parent's face when she is expressing her voice; and when a group of neighbors are empowered to manifest the vision they hold for a healthy vibrant community. I have devoted my entire professional career to the empowerment of those who because of race, ethnicity, gender, and social class are denied equal opportunity and equal access to the benefits of society that all humans deserve.

SUMMARY OF QUALIFICATIONS

Over 20 years experience as an equity consultant specializing in race, gender, cultural diversity and empowerment issues. Expertise in teaching, counseling, consulting, public speaking, training, research, writing, curriculum design, and program development.

EDUCATION

Post-Doctoral Fellow, Special Education 1994-1997
University of South Florida
Tampa, Florida
Emphasis: African American Families (Strengths/Social Service Needs)

Ph.D., Counselor Education 1987
University of Florida
Gainesville, Florida
Dissertation: Adult Students' Perceptions of Educational Barriers:
Demographic and Meta-Cognitive Factors

Ed.S., Counselor Education 1980
University of Florida
Gainesville, Florida
Emphasis: Student Personnel in Higher Education

Urban Language Seminar 1971
Institute for Urban Language
Washington, D.C.

M.A., Speech Pathology 1969
University of Michigan
Ann Arbor, Michigan

B.A., Speech Pathology 1966
Western Michigan University
Kalamazoo, Michigan

EMPLOYMENT (PRESENT-1987)

Lecturer/Writer/Educational Consultant 2004-Present

Present keynote addresses, conduct workshops, and facilitate dialogues related to cultural diversity, race, gender, and empowerment issues.
Provide technical assistance to low performing schools related to closing the racial achievement gap and racial disparity in discipline.

Diversity Consultant- 2011
New College of Florida
Sarasota, Florida
Provide consultation and technical assistance to student organizations and to the Gender and Diversity Center regarding diversity issues and initiatives.

Visiting Professor 2008-2009
Center for Partnerships in Education
College of Charleston
Charleston, South Carolina

Provided assistance to a low- performing African American school; taught graduate courses in Human Growth and Development and Field Experiences.

Research Associate 2004-Present
Aoishima Research Institute
Tokyo, Japan

Duties include research, consultation, and publishing related to cultural literacy, cultural preservation, media and values formation.

Race/Gender Coordinator 1997-2002
Southeastern Equity Center
Miami, Florida

Provided technical assistance related to race, gender, and cultural diversity to local school districts, state and national educational agencies.

Research Associate 1994-1997
Department of Special Education
University of South Florida
Tampa, Florida

Coordinated study of African American family strengths, service needs, and perceptions of the service delivery system.

Research Associate 1994-1997
Institute of Government
University of South Florida
Tampa, Florida

Coordinated a community needs assessment, provided technical assistance to grassroots organizations, and facilitated a leadership retreat for grassroots leaders.

Curriculum Manager 1992-1993
Multicultural Mental Health Training Program
Florida Mental Health Institute
University of South Florida
Tampa, Florida

Developed a multicultural curriculum and provided training to undergraduate and graduate interns.

Counseling Faculty 1987-1992
Hillsborough Community College
Tampa, Florida

Provided academic, career, and personal counseling on an individual and group Basis; developed and conducted workshops; coordinated mini-courses and Brown Bag Seminars; administered and interpreted tests; coordinated the

Tutorial Program; and coordinated the Valuing Cultural Diversity Project.

EXPERTISE/ACCOMPLISHMENTS

Race/Cultural Diversity

- President, Diversity Training Associates, Inc., 1992-2002. Provided training and technical assistance to school districts related to issues of race, gender, diversity, and parent empowerment in eight southeastern states. Conducted race relations, gender, and diversity training for governmental agencies, and business organizations. A sample of clients includes the Florida Department of Education, the Florida Department of Corrections; the Juvenile Welfare Board of Pinellas County; The National Conference(of Christians and Jews); ABC Bridgeport(Connecticut); GTE South; the Leon County Government; the St. Petersburg Chamber of Commerce; USAA; Compu-Link.
- Subject-matter specialist for the Florida Department of Law Enforcement *Human Diversity Curriculum*.
- Subject-matter specialist for the Florida Department of Children and Families *Respecting Human Diversity: Supervisor Certification Training Curriculum*.
- Developed and implemented four diversity training curricula for public school administrators and teachers: *Creating Culturally Sensitive School Environments; Preparing For The 21st Century: Topics In Managing Change; Cultural Effectiveness For Educators; and Teacher Empowerment*.
- Extensive work related to African American male students and disparity in Discipline; designed and conducted *Reducing African American Male Disciplinary Referrals: The Administrator's Role*.
- Developed the *Creating Culturally Sensitive Schools (CCSS)*, a comprehensive cultural awareness/sensitivity program designed to assist school schools in creating environments that promote high academic achievement among a diverse student population. This program was especially designed for implemented in Chapter I / Title I schools.

Gender

- 1980-1987 served as counselor to the Women's Re-entry Program at the University of Tampa, Tampa, Florida.
- Developed and taught two courses for women: *Effective Communication Skills for Women* and *Administrative and Supervisory Skills for Women*.

- Developed a specialty in co-dependency counseling (1987-1992). Authored *Love Addiction: A Guide to Emotional Independence*, published by New Harbinger Publications, Oakland California.
- Designed *Developing Into Womanhood: Tasks and Skills*, a curriculum for the Florida Department of Juvenile Justice Female Initiative Program, Administered by the African American Leadership Council, Clearwater, Florida.
- A frequent speaker and workshop presenter for conferences addressing issues related to gender and the empowerment of females.

EMPOWERMENT (PERSONAL, PARENT, COMMUNITY)

- Extensive work and success in assisting parents to establish parent advocacy groups to address equity issues in the school setting.
- Designed the *Trust For The Development of African American Youth Curriculum and Training Manual* for the Greater Tampa Urban League, Tampa, Florida.
- Provided technical assistance, and leadership training to individuals and grassroots organizations involved in community development initiatives.
- Developed *African American Community Development*, a training manual for grassroots groups and organizations.
- Developed *Pathway to Change*, a personal empowerment curriculum currently being implemented in the Hillsborough County Orient Road Jail. The program which is based on cognitive behavioral theory and has a strong cultural diversity emphasis has been highly successful in reducing the recidivism rate for offenders participating in the program.

PUBLICATIONS (Related to Culture and Diversity Issues)

- Bireda, Martha R. (December, 2000). *Education for All*. Principal Leadership, Volume 1, Number 1, p. 8-13.
- Bireda, Martha R. (November, 2000). *The Mythical African American Male*. WEEA Digest, p. 9-10.
- Bireda, Martha R. (2002). *Cultures in Conflict: Eliminating Racial Profiling In School Discipline*, Lanham, MD: The Scarecrow Press, Inc.
- Bireda, Martha R., Ph.D., Cummings, J.F., and Pangelinan, Zita, D. (2004). *Preserving Cultural Integrity in the Age of Globalization*. Tokyo, Japan: Aoishima Research Institute.
- Bireda, Martha R., Ph.D., (2007) *The Trabue Woods Book of Values*, Tokyo, Japan: Blue Ocean Press.

- Bireda, Martha R., Ph.D., and Cummings, J.F.(2008). *Omowali: Reconnecting African American Children With Their True Culture*, Tokyo, Japan: Blue Ocean Press.
- Bireda, Martha R. (2010). *Cultures In Conflict, 2nd Edition* ,Lanham, MD: Rowman & Littlefield Education.
- Bireda, Martha R. (2011). *Schooling Poor Minority Children: New Segregation in the Post-Brown Era*, Lanham, MD: Rowman& Littlefield Education.

SELECTED PRESENTATIONS (Related to Culture and Diversity Issues)

- *Culturally Responsive Discipline*
NAREN Conference
Panama City Beach, Florida
February 15-18, 2010
- *Culturally Responsive Instruction For Learners From Collective Cultures*
Pacific Education Conference
University of Guam, Guam
June 15-17, 2009
- *The Power of Belief and Relationships*
Successful Schools Conference
The Center For Partnerships In Education, Department of Education,
College of Charleston, Charleston South Carolina, March, 2009
- *How To Reduce Disciplinary Referrals In Your Classroom*
Bridges For Student Success II: Understanding Race, Culture, and
Language Conference sponsored by the National Association of Holmes
Alumni, Charleston, South Carolina, January, 2009
- *The Character Education and Cultural Preservation Book Development
Project*
Pacific Education Conference, Honolulu, Hawaii, 2007
- *Cultural Legacy: Values That Support and Sustain*
The Geraldine Wilson Seminar, The National Black Child Development
Institute (NBCDI), 36th Annual Conference, Miami, Florida, 2006
- *Cultural Literacy And The Restoration Of Traditional Values Among
Youth*
Pacific Education Conference, Majuro , Republic of the Marshall Islands
2005

- *Preserving Cultural Integrity In The Age Of Globalization: An Educational Response*
Seminario XI, 12th World Conference of Comparative Education Societies,
Havana, Cuba, 2004
- *Cultural Beliefs That Build Resiliency*
America's At-Risk Youth National Forum
Myrtle Beach, South Carolina, 1999
- *Reducing School-Related Factors That Place African American Males At –Risk for Disciplinary Action*
Tenth Annual National Drop-out Prevention Network Conference
Detroit, Michigan, 1998
- *Ensuring Equity In The Classroom Through Parent Empowerment*
National Black Child Development Institute
Chicago, Illinois, 1998
- *A Capacity-Oriented Approach For Enhancing The Healthy Development Of African American Youth*
National Black Child Development Institute
Chicago, Illinois, 1998
- *The Administrator's Role In Reducing African American Male Disciplinary Referrals*
Up With Achievement Conference
St. Petersburg, Florida, 1998
- *The Implementation Of A Domestic Violence Program For Female Victims And Male Batterers Who Are Incarcerated Using a Holistic Approach With Culturally Competent Curricula*
Academy of Criminal Justice Sciences
Albuquerque, New Mexico, 1998
- *The Strengths Of African American Families*
National Black Family Conference
Myrtle Beach, South Carolina, 1997
- *Learning To Exhale: Empowerment Lessons For Females*
Georgia Equity Conference
Savannah, Georgia, 1996
- *Healing The Spirit Of Our Youth*
Florida School Health Conference
Miami, Florida, 1995

- *Freirean Principles: Applications To African American Community Development*
Pedagogy of the Oppressed Conference
University of Nebraska at Omaha
Omaha, Nebraska, 1995
- *Human Diversity*
Florida Council on Crime and Delinquency
St. Petersburg, Florida, 1993
- *Breaking Cultural Barriers*
Florida Association for Women in Education
Tampa, Florida, 1992
- *Creating Culturally Sensitive Classrooms*
National Association for Multicultural Education
Orlando, Florida, 1992
- *A Model For Training Culturally Competent Counselors*
Florida Association for Counseling and Development
Tampa, Florida, 1991
- *Valuing Diversity*
Celebrating Cultural Diversity in Florida Conference
Gainesville, Florida, 1989
- *Multicultural Skills For Counselors*
American Association for Counseling and Development
Chicago, Illinois, 1988

COMMUNITY ACTIVITIES

- Founder of the Blanchard House Museum of African American History and Culture of Charlotte County (2004)
- 2004-Present: Volunteer Executive Director and President Board of Directors, The Blanchard House Museum Punta Gorda, Florida
- Responsible for conducting research, oral histories, design of exhibits, and public speaking engagements.
- Write a monthly column, *Invisible Lives*, in the Charlotte Sun-Herald which relates the history, culture, and contributions of African Americans.
- Publication: *Defying Stereotypes: Slave Descendants Help To Shape Life in Early Punta Gorda*, (2004), Expressions Magazine, WGPU Public Media.