

ANTOINETTE “ANNIE” R. GRIER

Curriculum Vitae

253.376.4946 ♦ [linkedin.com/in/antoinette-annie-grier/](https://www.linkedin.com/in/antoinette-annie-grier/)

SENIOR COORDINATOR FOR DIVERSITY & INCLUSION

Equity, Diversity & Inclusion Office, Office of Human Resources
Florida State University
282 Champions Way, A6200 University Center, Tallahassee, FL 32306
agrier@fsu.edu

ADJUNCT FACULTY

Graduate School of Social Service (OnlineMSW)
Fordham University
113 West 60th Street, New York, New York 10023
agrier1@fordham.edu

OWNER & PRINCIPAL CONSULTANT

IDEAAS, LLC
Inclusion, Diversity, Equity, Anti-Racism, Accessibility and Sustainability
Tallahassee, FL 32301
Ideaas.llc@gmail.com

EDUCATION

WASHINGTON UNIVERSITY IN ST. LOUIS Master of Social Work (Specialization: Research)	2014
UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL Bachelor of Arts in Psychology and Communication Studies	2004

CAREER PROGRESSION

SENIOR LEADERSHIP

SENIOR COORDINATOR FOR DIVERSITY & INCLUSION

Equity, Diversity & Inclusion Office ♦ Florida State University ♦ Tallahassee, FL 4/2020 – Present

SELECTED ACCOMPLISHMENTS

- Lead development and implementation of proactive diversity, equity, and inclusion (DEI) initiatives that align with [strategic plan](#) for Top 25 public university with 15,000+ employees and 40,000+ students
- Serve as primary liaison with human resources leadership and President’s Council on Diversity & Inclusion to develop and implement university strategic plan and initiatives approved by President’s Taskforce on Anti-racism, Equity & Inclusion
- Lead [President’s Council on Diversity & Inclusion](#) through strategic planning using DEI Maturity Index (College & University Professional Association for Human Resources)
- Responsible for executing DEI strategies, metrics, processes, and programs related to employee support, staff programming, and learning and development

- Provide consultation and develop robust plans of action to attract and develop top talent and improve employee engagement, resulting in diverse workforce and inclusive work environment
- Coordinate Employee Resource Groups ([Affinity Groups](#)) to increase employee belonging, engagement, and retention
- Create interdepartmental partnerships to achieve streamlined goals; develop, communicate, and implement DEI initiatives with key internal and external partners
- Facilitate Council workgroups and advance projects related to grants and sustainable funding, community relations, and becoming a Hispanic Serving Institution, attracting a more diverse workforce and student body
- Create and deliver university-wide DEI trainings and workshops, training hundreds of employees and students in a year
- Responsible for creation and development of comprehensive services to identify gaps and areas of continued development and measure impact and effectiveness of DEI initiatives and overall impact on university culture
- Created, implemented and supervise Diversity & Inclusion Internship program, build networks to receive interns from across U.S., developing 21st century workforce
- Research best-practices and identify cross-sector trends in recruitment efforts, applicant pool development, candidate review, and interviewing to guide success in fostering culturally diverse workforce in alignment university's goals and values
- Coordinate and monitor Diversity & Inclusion Certificate; review and certify Theory to Action Projects completed by employees
- Created monthly Lunch & Learn series for employees from underrepresented groups to increase knowledge and access to critical university resources for retention & promotion

DIRECTOR OF COMMUNITY PARTNERSHIPS AND TRAINING

Institute for Justice Research and Development ♦ Florida State University ♦ Tallahassee, FL

Promotion from Smart Decarceration Initiative

8/2018 – 4/2020

SELECTED ACCOMPLISHMENTS

- Provided leadership and strategic planning; contributed innovative solutions to complex problems for multi-million-dollar research organization at R1 public university
- Oversight for unfunded and funded (\$565,000) projects; developed and executed multiple concurrent initiatives and programs integral to organization's success
- Led development and implementation of culturally responsive, community-driven, and evidence-driven programs across 13 states, over 20 major metropolitan areas
- Built organization's capabilities by creating and implementing young talent professional development programs; developed and implemented talent management framework to identify and cultivate diverse, high-performing students and young professionals
- Provided subject matter expertise, coaching, and education to criminal justice entities seeking to implement innovative evidence-driven interventions
- Responsible for amplifying organization's presence in community; develop strategic relationships in community integral to executing organization's mission
- Delivered professional development seminars and trainings related to DEI topics
- Served as public face of organization; conducted community presentations; organized conferences and convenings at local, regional and national levels
- Supervised and trained staff across 7 states; used best practices to manage remote and diverse teams

- Fostered and maintained collaborative partnerships with internal and external stakeholders, such as academic, government, for-profit and non-profit entities
- Created and coordinated Community Advisory Board to create inclusivity and equity in research and decision-making
- Served as co-investigator with faculty for research projects; executed research study activities including relationship building, product creation and grant deliverables

LEADERSHIP/PROJECT MANAGEMENT

PROJECT MANAGER

Smart Decarceration Initiative ♦ Washington University in St. Louis ♦ St. Louis, MO

Promotion from Concordance Academy of Leadership

5/2015 – 7/2018

PROJECT MANAGER

Concordance Academy of Leadership ♦ St. Louis, MO

Promotion from The Brown School, Washington University in St. Louis

6/2014 – 6/2016

PROJECT MANAGEMENT – SELECTED ACCOMPLISHMENTS

- Developed and implemented major unfunded and funded (\$537,572) innovative research projects; executed strategic process; maintained projects' phased delivery, timeline & milestone achievement
- Worked with senior leadership team to provide strategic direction, thought leadership, and build social capacity in ways that are effective, sustainable, and socially just
- Convened and facilitated project teams in completion of concurrent projects; managed relationships with external local, state, and national organizations
- Created hiring policies and practices, involved in the hiring process for foundational staff
- Served on panels; organized and presented at conferences/symposia (from local to national) to educate and engage community
- Built organizational capacity; cultivated relationships with philanthropic organizations, grant writing, and securing public and private consulting contracts
- Partner with universities across U.S. to recruit practicum students and recent graduates for placement/hire on multi-state projects
- Supervised employees and coordinated consultants from business, academic, and nonprofit sectors; resulting in execution of multiple concurrent projects integral to success

ADDITIONAL WORK EXPERIENCE

THE BROWN SCHOOL (WASHINGTON UNIVERSITY IN ST. LOUIS) – St. Louis, MO

9/2012 – 5/2014

METROPOLITAN DEVELOPMENT COUNCIL – Tacoma, WA

1/2012 – 8/2012

LYDIA'S PLACE INC – Pittsburgh, PA

3/2008 – 7/2010

PRISON MOTHERS AND THEIR CHILDREN – Raleigh, NC

10/2005 – 3/2008

THE WOMEN'S CENTER (TEENS CLIMB HIGH PROGRAM) – Chapel Hill, NC

8/2005 – 8/2007

CERTIFICATIONS

PROFESSIONAL CERTIFICATIONS

UNIVERSITY OF SOUTH FLORIDA

2021

Diversity, Equity, and Inclusion in the Workplace Certificate

2U FACULTY ENRICHMENT PROGRAM

2021

Equity & Social Justice in the Digital Learning Environment Certificate

TEMPLE UNIVERSITY 2010
Family Development Credential

DUKE UNIVERSITY 2009
Certificate in Nonprofit Management

CERTIFIED INSTRUCTOR/TRAINER

INTERCULTURAL DEVELOPMENT INVENTORY 2021
Qualified Administrator

NATIONAL COALITION BUILDING INSTITUTE 2020
Certified Equity, Diversity and Inclusion Trainer

ACT AGAINST VIOLENCE: Parents Raising Safe Kids Curriculum 2009

PARENTING INSIDE OUT 2008

AWARDS & FELLOWSHIPS

AWARDS

“Mover Shaker” Award (nominee) – Florida State University, Division of Student Affairs 2021

Department of Social Work Field Awards (nominee) – Winthrop University 2021

Graduate Research Symposium – Washington University in St. Louis 2013

Clinton Global Initiative University 2013

Mary Richmond Scholarship – Washington University in St. Louis 2012 & 2013

FELLOWSHIPS

Advanced Leadership Development Program – Florida State University 2021

Network for Social Work Management – National Fellowship 2019

Coro – National Fellowship 2010

PUBLICATIONS & PRESENTATIONS

BOOK CHAPTERS

Grier, A. & Bright, V. (2020). Beyond jobs: Building financial capability for adults returning to community after prison. In C. Callahan, J. Frey, & R. Imboden (Eds.), *The Routledge handbook on financial social work: direct practice with vulnerable populations*. New York, NY: Taylor and Francis Group.

Epperson, M.W., Pettus-Davis, C., **Grier, A.**, & Sawh, L. (2018). Promote Smart Decarceration. In R. Fong, J. Lubben, & R. Barth (Eds.), *Grand Challenges for Social Work and Society*. New York, NY: Taylor and Francis Group.

Pettus-Davis, C., Epperson, M. W., & **Grier, A.** (2016). Reforming civil disability policy to facilitate effective and sustainable decarceration. In M. W. Epperson & C. Pettus-Davis (Eds.), *Smart decarceration: Achieving criminal justice transformation in the 21st century*. New York, NY: Oxford University Press.

Pettus-Davis, C., Epperson, M. W., Taylor, S., & **Grier, A.** (2016). Guideposts for the smart decarceration era: Recommended strategies from researchers, practitioners, and formerly incarcerated leaders. In M. W. Epperson & C. Pettus-Davis (Eds.), *Smart decarceration: Achieving criminal justice transformation in the 21st century*. New York, NY: Oxford University Press.

MEDIA/SOCIAL MEDIA

“[How My Talk with Teachers from Across 2U’s Portfolio Brought Our Learning Ecosystem to Life](#)”. Shaw, N. 2U. July 16th, 2021.

Interview. “[Carrying the Water: Creating Better Communities](#)”. [Diversity Talks](#) (podcast). [Discussion Guide](#). Center for Global Engagement. Florida State University. January 27, 2021.

Interview. [Rigorously Relevant](#) (podcast). *Adventures in Social Work Research*. January 23, 2021.

[Civil rights, mass incarceration, and the needs of individuals during reentry](#). *Tallahassee National Action Network Radio Show*. September 25, 2018.

[Webinars showcase grand challenges leadership](#). Center for Social Development. Washington University in St. Louis. May 25, 2018.

Expert testimony. [Potential Impact of Community Bail Funds](#). Board Bill #260 (*motion passed*). City of St. Louis Board of Aldermen. Public Safety Committee. City of St. Louis City, Missouri. February 9, 2017.

[Interview](#). “13th” Screening at Washington University in St. Louis. *Rare Gem Productions with Jade Harrell*. November 9, 2016.

[Experts and advisers and leaders, oh my](#). On Leadership. *The Washington Post*. September 28, 2010.

[Jefferson Awards: They give comfort to women inmates](#). *Pittsburgh Post-Gazette*. February 8, 2010.

PEER-REVIEWED JOURNAL ARTICLES

Epperson, M., Patel, S., Sawh, L., Pettus-Davis, C., & **Grier, A.** (Under Review). *Examining case dismissal outcomes in prosecutorial-led diversion programs*.

Pettus-Davis, C., **Grier, A.**, Epperson, M.W., & Sawh, L. (In Progress). Adopting deferred prosecution programs: Lessons from a process evaluation.

PRACTICE/POLICY BRIEFS & TECHNICAL REPORTS/TOOLS

Grier, A., Schmidt, L., & Julian, S. (2020). *And other related fields: strategies for social work students to develop competence in macro practice*. Network for Social Work Management.

Pettus-Davis, C., Epperson, M., **Grier, A.**, Kraatz, M., Sawh, L., & Kennedy, S. (2018). [Deferred prosecution programs: an implementation guide](#). Florida State University. Institute for Justice Research and Development.

Copeland, P., Jacob, D., Young, D., **Grier, A.**, Kennedy, S., & Tripodi, S. (2018). [Smart decarceration practice behaviors for social work and competencies](#). Florida State University. Institute for Justice Research and Development.

[Course corrections: national public defenders summit on mental health & criminal justice](#). (2018). Policy Brief. Denver, CO: The Equitas Project.

Pettus-Davis, C., Epperson, M. W., & **Grier, A.** (2017). [Guideposts for the era of smart decarceration: smart decarceration strategies for practitioners, advocates, reformers, and researchers](#). Community report. Center for Social Development, Washington University in St. Louis and University of Chicago.

Pettus-Davis, C., Epperson, M. W., & **Grier, A.** (2017). [Reverse civic and legal exclusions for persons with criminal charges and convictions](#) (Policy Action No. 9.1). Cleveland, OH: American Academy of Social Work & Social Welfare.

Pettus-Davis, C., Epperson, M. W., & **Grier, A.** (2016). [From mass incarceration to effective and sustainable decarceration conference report](#) (CSD Conference Report No. 16-43). St. Louis, MO:

Center for Social Development, Washington University in St. Louis.

PANELS & PRESENTATIONS

National (*denotes student co-presenter)

Grier, A. (2021). *Bias & Microaggressions: Subtle Inequities in the Academy*. Summer Lecture Series (Faculty-led Seminar). 2U.

Grier, A. (2021). *Instructor Panel*. 2U 2021 International Corporate Meeting (virtual). 2U.

Grier, A. (2021). *Culturally responsive research in social work*. Impact Talk. Forward Thinking Summit – A Vision for the Future: Maximizing Social Impact (virtual conference). Network for Social Work Management.

Holden, C. & **Grier, A.** (2021). *Culturally responsive approaches to criminal justice practice*. Workshop. Amplifying Voices and Creating Accountability for Equitable Action (virtual conference). Positive Steps.

Panelist. (2020). *NSWM Policy Fellows Informational Panel (virtual)*. Network for Social Work Management.

Grier, A. (2020). [“And other related fields”: strategies for social work students to develop competence in macro practice](#). Presentation Network for Social Work Management, National Conference (virtual).

Kim, J. (2020). University of Denver, Graduate School of Social Work. Solutions-focused Brief Therapy, SOWK 4700. Working with Hispanic/LatinX, and African American Clients [Video]. *Interview with Dr. Darren Whitfield, Dr. Husain Lateef, and Annie Grier*.

Epperson, M.W., Patel, S., Sawh, L., Sarantakos, S.P., Pettus-Davis, C., & **Grier, A.** (2019). *Examining case dismissal and re-offense rates in deferred prosecution programs*. Society for Social Work and Research 23rd Annual Conference. San Francisco, CA.

Epperson, M., Pettus-Davis, C., **Grier, A.** (2018). *Building social capacity: a core concept for the Promote Smart Decarceration Grand Challenge*. Roundtable. Society for Social Work and Research. Washington, D.C.

Epperson, M., Sawh, L., Claypool, E., Pettus-Davis, C., & **Grier, A.** (2018). *Deferred prosecution programs: examining the implementation of a prosecutorial innovation*. Presentation. American Society of Criminology. Atlanta, GA.

Grier, A. (2017). *From mass incarceration to smart decarceration*. Presentation. National Association for Social Work, New York City Conference. New York, NY.

Grier, A. (2017). *National study identifying actionable implementation strategies for “promote smart decarceration” grand challenge*. Presentation. Council on Social Work Education, Annual Conference. Dallas, TX.

Pettus-Davis, C. & **Grier, A.** (2017). *Deferred prosecution programs: Opportunities for social work to promote smart decarceration*. Presentation. Council on Social Work Education, Annual Conference. Dallas, TX.

Panelist. (2017). [Smart Decarceration: Achieving criminal justice transformation in the 21st century](#) (book launch). Washington University in St. Louis. St. Louis, MO.

Pettus-Davis, C.; *Williams, E.; ***Grier, A.**; *Serdyukova, M.; *Foster, M.; & *Murugan, V. (2013). *Supporting prisoners after release: Strategies families use to prevent reincarceration*. Paper. Society for Social Work and Research, Annual Conference. San Antonio, TX.

Regional/Local (*denotes student co-presenter)

Grier, A.; Duff, P.; Watson, K. (2021). *Remote internships: how do they work and is it for me? A different world: social work in changing times (training)*. Winthrop University. Rock Hill, SC.

Presenter. (2021). *Macro social work careers with Annie Grier*. College of Social Work. Florida State University. Tallahassee, FL.

Presenter. (2021). *Social workers are essential*. Florida State University. Tallahassee, FL.

Presenter. (2020). [*Collaborative collision: Anti-racism, equity and inclusion*](#). Florida State University. Tallahassee, FL.

*Oliva, J.; *Maingot, A.; Renn, T.; Kennedy, S. C. & **Grier, A.** (2020). *Opioid overdose fatality risk amplified by criminal justice exposure*. Poster. Undergraduate Student Opportunity Program annual showcase. Florida State University. Tallahassee, FL.

*Ramos, V.; Renn, T.; Kennedy, S.C. & **Grier, A.** (2020). *Barriers to reentry: Mental health and substance use*. Poster. Undergraduate Student Opportunity Program annual showcase. Florida State University. Tallahassee, FL.

Grier, A. (2018). “*Mental Health and Criminal Justice in Florida: Research-Practitioner Partnerships*.” Co-presenter, Dr. Carrie Pettus-Davis. Florida Mental Health Council Annual Meeting. Palm Coast, FL.

Panel Moderator. (2018). “*True Conviction*” Screening. Cinema St. Louis. Washington University in St. Louis. St. Louis, MO.

Panelist. (2018). *Justice 2020: St. Louis Initiative*. City of St. Louis Circuit Attorney’s Office. St. Louis University. St. Louis, MO.

Panelist. (2017). “*13th*” Viewing and Panel. Office of Diversity, Inclusion, and Equity. Washington University in St. Louis. St. Louis, MO.

Panelist. (2017). *Opportunity by Zip Code*. Washington University in St. Louis. St. Louis, MO.

Panelist. (2017). *Smart decarceration: Achieving criminal justice transformation in the 21st century* Book Launch. Washington University in St. Louis. St. Louis, MO.

Grier, A. (2017). *From mass incarceration to smart decarceration*. Connections. Washington University in St. Louis Medical School. St. Louis, MO.

Grier, A. & Johnson, L. (2017). *Promote smart decarceration grand challenge*. Southeastern Missouri State University. Cape Girardeau, MO.

Grier, A. (2017). *Exploring the criminal justice system at The Brown School*. Brown School of Social Work. Washington University in St. Louis. St. Louis, MO.

TRAININGS DEVELOPED

Bias & Microaggressions in the Academy. 2021. Participants explore two subtle interpersonal and institutional ways that inequity shows up in higher education. Participants discuss how the impacts of bias and microaggression affect recruitment, retention, performance, and promotion.

Common Ground. 2021. Lays a foundation to ensure that campus communities approach equity, diversity, and inclusion work from common ground.

Common Ground: Leadership. 2021. “Common Ground” training specific to university supervisors, managers, and administrators.

Cultural Competence in Higher Education. 2021. Provides participants with an understanding of multiculturalism and cultural competence with the broad context of higher education.

Cultural Competence in Administration & Management. 2021. Participants explore cultural competence relevant to administrative, management, and leadership tasks common on campus.

Culturally Responsive Instruction & Research. 2020. Participants learn culturally relevant knowledge and culturally responsive strategies for faculty & staff to transform higher education in pursuit of diversity, inclusion, and equity.

COURSES

INSTRUCTOR

Fordham University SWGS 6814 Advanced Integrated Practice Evaluation and Research
2020 – Present SWGS 6622 Advanced Integrative Practice with Organizations and Communities
SWGS 6803 Applied Social Work Research and Evaluation

TEACHING ASSISTANT

Washington University in St. Louis – 2015 S55-5350 Transdisciplinary Problem Solving: Criminal Justice Involved Adults: Practice and Policy Interventions

PROFESSIONAL & COMMUNITY SERVICE

PROFESSIONAL SERVICE

Ambassador	Network for Social Work Management	7/2020 – Present
Field Supervisor/Instructor	Office of Field Education – Florida State University, Washington University in St. Louis, St. Louis University, University of Missouri – St. Louis, University of Denver, Winthrop University, and Liberty University	11/2016 – Present
Committee Member	Special Commission to Advance Macro Practice in Social Work – Workforce & Careers Committee and Strengthening Macro Practice in EPAS Committee	04/2021 – Present
Mentor	ProfessioNOLE – Florida State University	09/2020 – Present
Member	Search Committee – Director, Student Equity & Inclusion, Florida State University; Assistant Athletics Director of Student Athlete Development	9/2020 – 02/2021
Policy Working Group Member	Promote Smart Decarceration Grand Challenge American Academy for Social Work and Social Welfare	4/2019 – 4/2020
Education Working Group Member	Promote Smart Decarceration Grand Challenge American Academy for Social Work and Social Welfare	3/2018 – 4/2020
Parent (Kinship Group)	Ujamaa – Washington University in St. Louis	09/2017 – 7/2018
Member	National League of Cities: City Leadership to Reduce the Use of Jails – St. Louis, MO	10/2017 – 1/2018

Advisor	Women's Health in Brown (student group) Washington University in St. Louis	9/2015 – 5/2016
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COMMUNITY SERVICE

Guest Host	The Platform SportsTalk Show	05/2019 – Present
Defensive Line & Committee Member	St. Louis SLAM Women's Professional Tackle Football Team (3x National Champion)	01/2016 – Present
Founder & Lead Volunteer	Welcome Baby & With Love, Mom – St. Louis County Jail, St. Louis, MO	10/2015 – 7/2018
Board Member	Let's Start – St. Louis, MO	9/2012 – 11/2014
Program Committee Member	Women's Foundation of St. Louis – St. Louis, MO	9/2013 – 11/2014
Alumni Relations Chair, Fundraising Committee	Urban League Young Professionals – St. Louis, MO	1/2013 – 12/2014
Allocations Panel Volunteer	United Way of Greater St. Louis – St. Louis, MO	3/2013 – 11/2013
Board Member	New Connections – Tacoma, WA	9/2011 – 9/2012
Member (President, Pittsburgh Chapter 2009)	University of North Carolina General Alumni Association	9/2009 – 12/2014
Founder, Lead Organizer	Pittsburgh Diverse Divas – Pittsburgh, PA	11/2008 – 8/2010