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# DR. PHILIP MCADOO, ED.D.

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## CHIEF DIVERSITY & INCLUSION OFFICER

**Corporate Culture | Social Impact | Strategy | Global Partnerships | Employee Empowerment**

Transformative educational leader, consultant and corporate executive overseeing a \$1 million fundraising campaign as part of the Development Committee for the Coca-Cola Advisory Board, with 15+ years of professional experience leading workshops and seminars globally, building and managing programs, and presenting at D&I conferences that drew over 5,000 attendees. Establishing strategic plans and best practices based on research, evaluation of data and performance, and understanding the voice of key stakeholders. *Additional capabilities include:*

- ✓ Developing strategic initiatives and planning
- ✓ Advocating business resource groups
- ✓ Building company-wide D&I programs
- ✓ Addressing global and social issues
- ✓ Executive coaching and support around D&I
- ✓ Marketing and branding
- ✓ Training and staff development
- ✓ Driving community engagement
- ✓ Assessing and managing change
- ✓ Recruiting and retaining diverse talent

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## PROFESSIONAL HISTORY

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**PHILIP MCADOO CONSULTING, LLC**, Avondale Estates, GA

2018-Present

*Consultant*

Building D&I resources, training programs and orientation for new staff and development for clientele.

Highlighted Accomplishments:

- **Deepening contacts around diversity and equity initiatives for client, Sidwell Friends School.**
  - Identified resources to train new and incumbent staff on gender, race, and sexual orientation.
  - Built entry plan and orientation programs as well as professional development on implicit bias.
  - Created a data set around D&I initiatives and resources to apply to different segments.
- **Recommending strategic plan to infuse voices and address the needs of diverse populations.**
  - Assessed employee development training, curriculum development, and transition planning to expand professional development for employees and advocate cultural responsiveness.
  - Researched best practices to support parent, student, faculty and staff affinity groups, driving an understanding of the social and emotional needs of people of color and diverse backgrounds.
  - Expanded D&I programs for employees, driving decisions through a committee structure.

**SIDWELL FRIENDS SCHOOL**, Washington, D.C.

2015-2018

*Director of Equity, Justice, and Community*

Advancing strategic institutional goals regarding diversity and multiculturalism, leading high-impact initiatives.

Highlighted Accomplishments:

- **Established key policies and launched initiatives through partnerships with diversity practitioners.**
  - Led the Board of Trustees D&I Council as well as team of 12 employees, including the senior admin team and 3 coordinators who led committees for each school division.
  - Evaluated years of graduate and alumni data to fill gaps and create initiatives to support students.
  - Developed and implemented new transgender, nonconforming and recruitment policies.
  - Spearheaded \$75,000 professional development initiative for faculty and staff as well as a \$30K-\$40K annual program for students and their families, extending overall knowledge and encouraging conversations around race, gender, sexual orientation, ability, and socio-economic diversity.
  - Created Native American education and equity program with guest speaker Michelle Obama.
- **Increased hiring and retention of people of color and completed an extensive study of issues to address.**
  - Hired 5 additional teachers of color in when previously only 1 was employed by a school division.
  - Involved key stakeholders including 30 members of the board of trustees, 1,200 students, parents, about 30,000 alumni, and over 250 staff and school administrators, partnering with HR to engage the entire community, increase awareness, and invite diverse leaders to inspire conversation.
  - Reviewed 4+ years of data with in-depth look at student experiences to develop long-term support.

## PROFESSIONAL HISTORY - CONTINUED

**FAMILIES FIRST**, Atlanta, GA - *Education Coach and Advocate* 2013-2015

Successfully identified children facing educational challenges, assessed their educational needs, and advocated for them to obtain the necessary educational support, services, and access to opportunities. Designed and implemented alternative programming and school curriculum for youth in foster care.

### Highlighted Accomplishments:

- **Worked with 100 homeless families to provide educational coaching and workshops**
- **Partnered with school systems and other organizations to navigate the needs of 25 kids at any given time.**

**PACE ACADEMY**, Atlanta, GA - *Director of Diversity* 2008-2012

Oversaw dynamic internal and external marketing to promote diversification. Supervised and directed internal employees and external agents to maximize the strategic plan for diversity.

### Highlighted Accomplishments:

- Expertly reached out to diverse populations to establish Pace Academy as a **multicultural environment open to change, differences, integration, global studies and cross culture communication.**
- Identified, researched and fostered new partnerships as well as **recruitment and funding opportunities.**
- Promoted **collaborative learning within the network** of private, charter and public schools in Atlanta.

**Summer of Excellence - Founder and Director** (2011-2012), **led Hispanic & Latino community partnership; oversaw a \$450,000 grant to build a sustainable program for students of color and diverse socio-economic backgrounds.**

**Keeping Pace - Program Director** (2008-2012), **managed \$50,000 summer budget and overall operations for an academic enrichment program with 20 campers, 10 teachers, and 12 counselors, partnering with the community.**

## OTHER RELEVANT EXPERIENCE

- **California Institute of Integral Studies - Adjunct Professor, teaching transdisciplinary research strategies and essay dissertation research methodology to graduate-level Ph.D. students.**
- **Ubuntu Education Fund - Volunteer Program Coordinator, planning global educational programs, providing health support, and developing a proposal in partnership with Coke Fortune in South Africa.**
- **Rent on Broadway - Professional Actor / Teaching Artist, Led leadership development workshops globally, in the United States, Asia, and Africa.**

## SELECT PUBLICATIONS & PRESENTATIONS

- **Independent Queers: LGBTQ Educators in Independent Schools Speak Out.** *Fall 2018.*
- **Race, a polarizing force. Featured in Case Studies of Inclusive Educators and Leaders.** *July 2018.*
- **Every Child Deserves...** Written by Zaden and His Two Dads. *2017.*
- **How does race impact the identity of LGBTQ people of color in independent schools?** *2016.*
- **Creating a Culture of Engagement: from Acceptance to Alumnus.** *2016.*

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## EDUCATION

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UNIVERSITY OF PENNSYLVANIA, Philadelphia, Pennsylvania  
**Doctor of Education, Educational Leadership (Specialty in Diversity & Inclusion)**

CALIFORNIA INSTITUTE OF INTEGRAL STUDIES, San Francisco, California  
**Master of Arts, Transformative Leadership**

UNIVERSITY OF NORTH CAROLINA, Chapel Hill, North Carolina  
**Bachelor of Arts, Communication Studies**

STANFORD GRADUATE SCHOOL OF BUSINESS, Stanford, California  
**LGBTQ Executive Leadership Program (Deferred)**