

## Professional Summary

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Founder and Executive Director of Forever Forward Collective, a creative justice platform supporting artists who are currently and formerly incarcerated and building pathways from confinement to cultural participation. Dynamic advocate for justice and equality, serving as Statewide Organizer with Free Hearts - Tennessee. A passion for positive change and community engagement has been a lifelong pursuit. Registered State Lobbyist in Tennessee, advancing legislative advocacy and policy strategy related to criminal legal reform and community-centered justice. Strong educational background in Criminal Justice, Psychology, and Public Service Management, Brings a unique perspective to all endeavors. Personal journey as a mother of three young adults, including a son who has experienced the criminal legal system, has fueled this commitment to justice reform and supporting affected families. Active member of the social justice movement, playing a crucial role in reshaping power dynamics within the court system, grassroots community mobilizing, and advocating for the rights and well-being of others. Additionally, through work with Raphah Institute, M.I.C.A.H. Memphis, and the Bridges to Freedom Project, tirelessly fights for restorative/transformational justice and serves as a beacon of hope for those seeking positive change. Analytical, attention to detail, big picture thinker with common sense and a sense of humor. Gets the job done by providing the tools/resources to others or through personal demonstration and application.

## Skills

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**Cultural programming and exhibition project leadership**

**Community Organizing and Grassroots Mobilization**

**Recruiting and Onboarding**

**Presentation/Public Speaking**

**Distance management**

**Intermediate-Word, Excel and PowerPoint**

**Sourcing experience with Indeed, Career Builder, Monster, Facebook and LinkedIn**

**Strategic Advocacy**

**Training**

**Policy/Procedure Writing**

**Third-party vendor management**

**Experience with Workday, iNurture, SmashFly**

**Diversity, Equity and Inclusion project team member**

## Work History

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**Founder & Executive Director**  
**Forever Forward Collective – Tennessee**

2025 – Present

- Founded a creative justice platform supporting artists who are currently and formerly incarcerated across disciplines
- Leads artist stewardship, exhibition development, and community-rooted cultural programming
- Serves as organizational lead for *The Exit*, the Collective's inaugural visual art exhibition opening May 2026 in Memphis
- Builds cross-sector partnerships between artists, community organizations, and justice-impacted families

**Restorative Justice Program Director**

12/2023 to 5/2024

**Raphah Institute** – Memphis/Shelby County

- Facilitated safe and empathetic spaces for survivors of trauma to share their experiences, fostering healing and empowerment through active listening and validation
- Collaborated with individuals and communities affected by trauma to develop restorative justice practices that prioritize accountability, restoration, and reconciliation, promoting holistic healing and transformational change

**Statewide Organizer**

08/2023 to Current

**Free Hearts** – Remote

- Serves as a registered Tennessee state lobbyist supporting legislative strategy, policymaker engagement, and coalition-based advocacy
- Dedicated to statewide (national and international) organizing to drive impactful change in the criminal/social/racial justice reform landscape
- Committed to dismantling systemic inequalities through strategic advocacy, grassroots mobilization, and coalition building. Leveraging a comprehensive understanding of policy, community engagement, and legislative reform to create a more just and equitable system
- Passionate about empowering communities, fostering dialogue, and shaping progressive policies that make a lasting difference
- Committed to driving transformative reform and ensuring justice for all

**Restorative Justice Practitioner (Contractor)**

12/2022 to 12/2023

**Raphah Institute** – Remote

- Served as point of contact in Memphis/Shelby County as they expand restorative justice diversion (RJD) to that territory
- Researched and established relationships with key partners related to expanding RJD in Memphis/Shelby County
- Coordinated logistics with key leaders in Memphis/Shelby County to set up lunch and learn events
- Participated in strategic planning meetings with local system partners to develop a Memorandum of Understanding for implementation of a RJD in Memphis/Shelby County

**Trainer/Advocate**

10/2022 to 08/2023

**Free Hearts** – West Tennessee

- Criminal and social justice organizing
- Advocacy and education around criminal justice reform
- Tools/Resources: Zoom, Google Meets, other applications from Google Workspace

- Project Manager, Talent Management** 02/2021 to 07/2023  
**FedEx Services** – Memphis
- Leading projects with headcount management as a key focus
  - Tools/Resources: Workday, Spotfire (HRInsights), Outlook, Zoom, Teams, WebEx, other O365 Applications
- Talent Acquisition Recruiter** 11/2020 to 01/2021  
**TruGreen Limited Partnership** – Memphis
- Full cycle recruiting
  - Responsible for facilitating the flow of candidates through the recruitment process
  - Tools/Resources: Workday, Various Job Boards, Outlook, and Excel
- Recruitment Coordinator** 10/2019 to 03/2020  
**Aerotek** – Memphis
- Full cycle recruiting
  - Responsible for facilitating the flow of candidates through the recruitment process
  - Tools/Resources: Workday, iCIMS, Application Lifecycle Management (ALM), Outlook, Excel, Enwisen
- Recruitment Manager (Sr. Recruiter)** 10/2018 to 07/2019  
**Allegis Global Solutions** – Memphis
- Responsible for the successful fulfillment of open vacancies with relevant hiring managers as the first point of contact for their hiring needs
  - Tools/Resources: Workday, SmashFly, Outlook, Calendly, Facebook, Career Builder, Indeed, Monster, Excel
- Recruiter** 12/2017 to 10/2018  
**TruGreen Limited Partnership** – Memphis
- Responsible for the successful fulfillment of open vacancies for high turnover/high volume seasonal positions
  - Tools/Resources: Workday, Outlook, Career Builder, Indeed, Excel
- Director-Section 8 Rental Assistance** 11/2013 to 04/2017  
**Tennessee Housing Development Agency** – Tennessee
- Responsible for the overall operations of a 40 staff Housing Choice Voucher (Section 8) program
  - Provided direct supervision to 6 management level staff (of which 4 were at remote locations)
  - Interstate traveled for management of remote offices
  - Provided oversight and managed a multi-million-dollar federal budget
- Assistant Director-Section 8 Rental Assistance** 02/2010 to 11/2013  
**Tennessee Housing Development Agency** – Tennessee
- Responsible for direct supervision of 9 remote office managers
  - Developed performance standards, completed performance evaluations, developed and executed job training plans
- Case Coordinator (Disaster Housing Assistance Program)** 12/2007 to 01/2010  
**Adecco Industrial** – Tennessee

- Coordinated and provided case management services for over 200 natural disaster evacuees of Hurricane Katrina and Hurricane Rita throughout the state of Tennessee

**Recruitment Officer (Smithson Craighead Academy Charter School)** 02/2009 to 08/2009

**Project Reflect Educational Program, Inc.** – Nashville

- Responsible for the Charter School recruitment of students, grades 8-12
- Responsible for the recruitment of parent and community volunteers to assist with classroom/campus behavior management and participation in campus wide activities

**Assistant Director of Residential Services** 01/2006 to 01/2007

**Omni Visions** – Lebanon

- Assisted with day-to-day operations of three campuses housing youthful offenders in the custody of the Department of Children's Services

**Supervisor** 01/2005 to 01/2006

**Metro Public Health Department** – Nashville

- Supervised staff and volunteers responsible for promoting healthy well-child checkups in the local high schools and community
- Successfully implemented a "teen clinic" in one of the Metro Public Health Department's satellite sites for administering TenderCare or well-child checkups

**Specialist I & II (Child Protective Services Investigator)** 01/1999 to 01/2005

**Caring For Children** – Nashville

- Conducted Child Protective Services (CPS) investigations
- Worked closely with at-risk families to identify wrap around services in the community
- Worked closely with Juvenile Court, the Department of Children's Services and the Metro Board of Education to provide concise case management and support to families

## Education

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**Master of Science:** Public Service Management 05/2008

**Cumberland University** – Lebanon, TN

**Bachelor of Science:** Criminal Justice 05/1991

**The University of Tennessee at Martin** – Martin, TN

## Civic Engagement

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- West Tennessee Advocate, Bridges to Freedom
- Volunteer Leader, M.I.C.A.H. Memphis

**References Available Upon Request**