

## PROFESSIONAL SUMMARY

Zoila Airall is Associate Vice President for Campus Life in the Division of Student Affairs with an adjunct teaching appointment in the Program of Education at Duke University. She has a compelling track record of successfully building sustainable and viable programs to serve and enhance the undergraduate student experience at major colleges and universities in the US. She brings thirty years of visionary, thought leadership in higher education combining social identity development, student leadership theory, and anthropological perspectives that expand and strengthen capacities related to equity, inclusivity and intercultural competencies for engaged campus communities.

Her legacy of social justice at Duke includes the recruitment of the University's first Muslim Chaplain, creation of the Center for Muslim Life, and the design and implementation of cultural competency training program for staff and students. Under her leadership, the Gender Violence and Prevention Intervention Services were implemented to respond to the US Office of Civil Rights requirement for sexual misconduct education. Airall's board appointments and committee work includes: membership on the Campus Culture Committee, Duke Chapel Advisory Board, Jewish Life at Duke Advisory Board, the President's Council on Black Affairs, and the Martin Luther King Jr. Program Committee, Her university service exemplifies her commitment to fostering a vibrant, equitable and engaged campus community. She was invited and currently serves on the Duke University Truth Racial Healing Transformation Campus Center Board, one of 10 campus centers across the country funded by the Kellogg Foundation and the AAC&U (Association of American Colleges and Universities). These Centers have been designed *to ensure that the next generation of strategic leaders and critical thinkers is prepared for and focused on dismantling the belief in the hierarchy of human value.*

As the Director for Institutional Equity at Bryn Mawr College (1996-2002), Airall leveraged diversity as a strategic driver in obtaining business results, which contributed to the creation of innovative strategies to help the College advance their efforts in diversity. She designed and disseminated a Campus Culture Climate Survey and published the findings for the College community. Those findings resulted in the development of a faculty recruitment and retention program for minority faculty, the establishment of an Office of Disability Services, development of an Ombudsperson position, and the creation of the College's first Multicultural Center. While working as the Associate Director for Residential Living, that housed 18,000 students, Airall initiated a training and assessment program for the student staff in 14 residential communities. Her work in building a campus culture of diversity and inclusion represented in her design of a multi-disciplinary training module, entitled *Take Me For Who I Am*, gained her national recognition.

Airall has gained national prominence conducting research and facilitating conversations on current and emerging issues of globalization, multiculturalism and cultural competency in higher education. And she currently serves on the National Advisory Council of the National Conference on Race and Ethnicity (NCORE) and co-chairs their Transnational Multicultural International Working Committee, having also served as the Co-Chair for the Faculty Interest Working Committee.

Airall has been invited to do institutional reviews on multicultural services at Emory University, University of Oklahoma, and Boston College. She has given talks on *Race, Power and Privilege* to United Methodist Clergy in the north and southeast to provide awareness and education on the topic of equity and inclusion within the church.

This educator is the daughter of a US Army officer. She completed her undergraduate degree at Rutgers University, received her M.A. and Ed.M at Columbia University in Human Development and Counseling, and her Ph.D. in the field of Anthropology of Education at the University of Pennsylvania. As a military dependent, her elementary school years were spent in the Panama Canal Zone, middle school in the US, and high school in Germany. The knowledge gained of living abroad and traveling throughout Central America, the Caribbean, Europe and North America while growing up, piqued her interest in the impact of culture and cultural differences among and within communities. The very personal experience of learning how to negotiate race, class and gender in schools as a student, teacher, counselor and administrator explains the passion she finds as a social justice advocate for equity, justice, and inclusion. Her love of storytelling as a tool to unpack discrimination of the marginalized is why you will find a quote in her signature line by Dr. Martin Luther King, Jr., *Our lives begin to end the day we become silent about the things that matter.*