



TAMMY L. HODO, PhD

SENIOR CONSULTANT



Dr. Hodo also is the owner of All Things Diverse LLC, a consulting company assisting organizations with creating inclusive environments. Tammy earned her Ph.D. from the University of Wisconsin-Milwaukee in Urban Studies, with a minor in Sociology in which she specializations in Race, Class, Gender and Ethnicity.

She has worked in academia for over fifteen years in a variety of positions, to include faculty and university administrator while following her active duty Army husband around the world until he retired, and they made Jacksonville, FL their home. Her most recent Administrative role was as the Director of Diversity, Equity and Inclusion for a law school where she was responsible for policy development and overall institutional compliance for students, faculty and staff related to discrimination and harassment, including violations of the non-discrimination policy and the sexual misconduct policy. Dr. Hodo completed a Visiting Assistant Sociology Professor at the University of North Florida (UNF), where she taught courses on Racial and Ethnic Minorities, Introduction to Sociology, Urban Sociology and Sociological Theory. She still teaches for UNF on a part-time bases as an adjunct professor as time allows.

SELECT PRESENTATIONS:

- “Addressing Implicit Bias: Working with Diverse Teams,” Nonprofit Center of Northeast Florida, April 14, 2020.
- “The need for Diversity within the Legal Profession,” Florida Coastal School of Law, February 27, 2020.
- “The History of the Pullman Porters.” CSX Corporation, February 27, 2020.
- “Perseverance and Resiliency When dealing with Oppression.” River City Academy, February 21, 2020.
- “Understanding Ourselves and Other.” Leadership Jacksonville, February 6, 2020.
- “The Bias inside Us.” University of North Florida, January 21, 2020.
- Selected for TEDx Jacksonville, Theme POP, Title: The Social Implications of Race. October 19, 2019, Florida Theater.
- Panel member: Addressing Bullying and Harassment in the Workplace, October 17, 2019. Hosted by the Jacksonville, Human Rights Commission (HRC).
- Featured Speaker: Implicit Bias and its impact on the workplace. Conference of Minority Transportation Officials (COMT0), August 2019
- Featured Speaker, Topic: Title IX and the MeToo Movement: The continued need to address sexual assault, harassment and sexual violence in our Society. Association of Title IX Administrators (ATIXA), East Coast Conference, Philadelphia, October 2, 2019.
- Speaker, Hebrew Union College, Board of Governors. “Microaggressions and Implicit Biases: The Damages they Impose on the Climate and Culture of Organizations, February 2019.
- “Does Implicit Bias Influence your Behavior Intervention Team? A Conversation about Microaggressions and the Effects of Implicit Bias on Marginalized Groups in Academia.” Closing Keynote speaker, the National Behavioral Intervention Team Association (Nov 2018).
- “Measuring the Impact of Diversity and Inclusion in the Workforce,” National Diversity Council, Jacksonville Chapter July 2018.



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ARTICLES PUBLISHED

- “Black Scholars’ Speak about Diversity or the Lack Thereof in Academia.” *Florida Coastal Law Review*, Vol. 18 (No. 3), Summer 2017. pp. 367-391. Symposium Issue, *Compelling Diversity: Minorities and Higher Education*
- “Voices from Within: The Academic Experiences of Minority Scholars at a Midwest Research University.” *University of Wisconsin-Milwaukee, e.polis*, 2009, 3; pp. 25-59.

BOOKS PUBLISHED

Cook, Philip W, with Hodo, Tammy L. “When Women Stalk, Sexually Abuse Men: The Hidden Side of Rape, Stalking, Harassment and Sexual Assault.” Praeger Publishers, June 2013.

“A Critical Analysis of an Urban Research University: Climate, Culture and Minority Faculty.” *BiblioLabsII* 2011.

BOOK CHAPTERS FORTHCOMING

Hodo, Tammy L. & Belgrave, Faye (2020). “The Urban Experiences of African American Families.” In *African American Families: Research, Theory, and Practice* (pp 320-350), Belgrave, Faye, Goings, Trenette C. & Jones, Heather. Cognella Academic Publishing, CA.

Belgrave, Faye & Hodo, Tammy L. (2020). “Theoretical and Methodological Issues of Studying the African American Family.” In *African American Families: Research, Theory, and Practice* (pp 180-210), Belgrave, Faye, Goings, Trenette C. & Jones, Heather. Cognella Academic Publishing, CA.

COMMUNITY INVOLVEMENT:

Rotary Club Jax Downtown

Jacksonville Chamber of Commerce

Women’s Business Owners of North Florida

Secretary, Jacksonville Urban League, Foundation Board member 2018-present

Vice President, *Rebuilding Ex-Offenders Successfully Through Opportunities, Rehabilitation & Education (RESTORE)* 2017-present



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