



## **Tulin Team Bio Sketches – Who We Are**

**David Tulin** is President of Tulin DiversiTeam Associates, an interracial, intergender team founded in 1987 that specializes in Excellence Through Diversity, Sexual Harassment Prevention and Emotional Intelligence Leadership Consulting, Training, Climate Assessments, Diversity Council Development, E-Learning Training Products, & 1-on-1 Executive Coaching, to advance the strategic goals of public and private organizations.

Some of DiversiTeam Clients include: Comcast, the NASA Astronauts Program, US Airways, Sony Electronics, PricewaterhouseCoopers, Aetna, UAW-GM-Ford & Chrysler, Carrier, Biotechnology Industry Organization, AT&T, US Postal Service, Arizona Public Service, Eaton, United Technologies including Pratt & Whitney in the US, Tokyo, Singapore, Europe & South America; Loews Hotels, UBS PaineWebber, RBC Bank, NY Governor's Office, UConn Health Center, Federated Department Stores, Westinghouse Savannah River, AFL-CIO, Florida Power and Light, Otis Elevator, Toyota Motor Sales, Unisys, US Investigations Service, USAA, Philadelphia Police Dept., U. of Pennsylvania, Medical College of Ohio, Minute Maid, Pa and NJ Courts, US Attorney's Office, Federal Reserve Bank, Primavera Systems, American Cancer Society, Philadelphia Inquirer, USDA, United Way, S.E. Pa Transportation Authority, American Skandia, GE, Philadelphia, Pa, Nyack, NY, & Scottsdale, AZ, School Districts, the CIA, Abington Hospital, OSHA, EPA, Norfolk Southern,, Kemper Insurance, Smith Kline Beecham, Allstate Insurance, Lawrence Livermore National Lab, The Conference Board, Coca-Cola, Columbia Business School, TVA, Port Authority of NY/NJ, the IRS & the Dial Corporation.

David Tulin's articles and ideas have appeared in: The NY Times, Wall Street Journal, Workforce, USA Today, The LA Times, The Philadelphia Inquirer, Philadelphia Magazine, HR Executive, DiversityInc.com, MBA Careers, Training Magazine, Corporate University Review, Managing Diversity, Risk Management, and Training & Development Journal.

He is the recipient of a number of awards in intergroup human relations training, mediation and management education, and is known for dealing with issues of workforce diversity, conflict resolution, team-building, e-Learning, sexual harassment, Emotional Intelligence leadership development and global business practices in a positive spirit that taps the synergy of diversity to advance clients' bottom-line strategic goals.

**Marie Amey-Taylor, Ph.D.** is a Diversity Specialist and Organizational Consultant for Tulin DiversiTeam Associates and is also the Director of Human Resources Development, Temple University. She has been an administrator, educator, management consultant, program designer, and trainer for over twenty-five years, and has developed and implemented hundreds of customized diversity training programs for participants in the U.S., the Caribbean, Europe, Africa and the Middle East.

Her areas of expertise are management development, organizational development assessments, interpersonal/intergender relations and communication as they relate to EEO sexual harassment laws; diversity issues, stress and time management, team building, and, train-the-trainer programs. She has provided consulting, intervention, and assessment services for a wide range of corporate, government, education, and human services

organizations including: the CIA, U.S. Dept. of Agriculture, Carrier Corporation, Allegheny University Medical School, Abington Hospital, Essex Valley HealthCare, Southeastern PA Transportation Authority (SEPTA), Defense Industrial Supply Center, Defense Personnel Support Center, Maternity Care Coalition, AT&T, U.S. Food and Drug Administration, University of Medicine and Dentistry of New Jersey, Phila. Bar Association, Philadelphia Dept. of Licenses and Inspections, and the U.S. Office of Personnel Management.

Dr. Marie Amey-Taylor is a member of the Board of Practitioners of the Multicultural Training & Research Institute, and her designs for diversity training programs and activities are published in *20 Active Training Designs* (Silberman, ed., Pfeiffer & Co., 1992) and in the *Training & Performance Sourcebook* (McGraw-Hill, 1997).

Marie is also a Professor of Graduate programs at Temple University's and is responsible for leading a required course for all Education majors at Temple University's School of Education, entitled "*Multicultural Diversity As An Essential Link in Instructional Proficiency & Students' Educational Achievement.*" She holds a Ph.D. in Psycho-Educational/Adult & Organizational Development.

**Frances Kendall, Ph.D.** is President of Frances E. Kendall Associates, a Woman Owned Business Enterprise (WBE), and is a Tulin DiversiTeam Associates Consultant and Facilitator in Managing Diversity in the Work Place. She is the author of *Diversity in the Classroom*, and consults with government agencies, corporations, school districts, colleges, universities, and organizations to address the effects of racial attitudes on behavior and on organizational change, diversity awareness, the legal aspects of sexual harassment, and ADA compliance issues.

Her publications include "*Creating a Multicultural Environment in the Library*" in Cultural Diversity: The Michigan Experience; "*Celebrating Our Differences: Children's Racial Attitudes and How To Deal With Them*," and "*Involving Parents in Multicultural Education.*"

Dr. Kendall has facilitated trainings for a diverse array of clients, such as: AT&T, Mobile Communications, LTV Steel, Campbell Soup, USDA Forest Service, United States Postal Service, Carrier Corporation, United Technologies, Digital Equipment Corporation, American Library Association, Stanford University, Family Support Services of the Bay Area, Group Health Cooperative, Citizens Insurance Company, University of California at Berkeley, University of Michigan, Marin Human Rights Education Project, Albany Unified School District, Central Connecticut State University's School of Technology, and the University of Michigan Law School.

Frances Kendall is a graduate of University of Denver, received a Master of Science Degree from Bank Street College of Education, and holds a Ph.D. from the University of North Carolina.

**Indra Lahiri, Ph.D.** is an organizational psychologist, industrial anthropologist, Senior Cultural Diversity Consultant for Tulin DiversiTeam Associates, and is the founder of Workforce Development Group. Prior to becoming an external consultant, she served as Vice President of Corporate Diversity for PNC Bank, where she directed the strategic planning and implementation of their comprehensive culture change efforts in the areas of Diversity and Inclusion, EEO/AA, Work/Life Balance, and Mentoring.

She also played a key role in directing diversity and culture change initiatives when she worked for Midlantic Bank and Continental Insurance. (Both of those organizations received

national recognition for their diversity programs during her tenure: Continental Insurance received the Catalyst Award, and Midlantic the United Cerebral Palsy Foundation's Diversity Award.)

Her corporate background has also included:

- \* Designing measurable strategic climate change efforts tied directly to business objectives.
- \* Developing creative, valid, and reliable tools and survey instruments to effectively assess organizational climate.
- \* Developing and implementing inclusive programs such as mentoring, succession planning, performance management processes, and flexible work arrangements.
- \* Creating, facilitating, and managing workplace education in intercultural competence, leadership, mentoring, career development, diversity, and conflict resolution.
- \* Providing consultation and training on employment laws and sexual harassment issues.

Indra holds a Ph.D in organizational psychology, and is currently candidate for a second doctorate in anthropology at the University of Pennsylvania, and holds graduate certificates in Human Resource Management from Cornell University's School of Industrial and Labor Relations and Women's Studies from the University of Pennsylvania. She is a contributing writer for Cultural Diversity at Work Journal and Asian Women Magazine, and a member of the Advisory Board of Profiles in Diversity Journal, has published numerous articles on cultural diversity including the research report, "Diversity in Healthcare", and is the author of two books, *Diversity NOW: Making Money by Making Sense*, and *Brown Eyes, Blue Eyes: Linking Perceptions and Performance*.

Currently, she is also an adjunct faculty member of Cornell University's School of Industrial and Labor Relations and at Penn State University, and is a member of the Society for Human Resource Management and the Alliance of Work/Life Professionals, the ASTD, the American Psychological Association, and the American Anthropological Association, sits on the board and volunteers in numerous non-profit organizations.

**Armida Mendez-Russell** is a Senior Trainer and Consultant with Tulin DiversiTeam Associates and is the co-author of the *Discovery Diversity Profile*©, which has been widely used in Fortune 500 companies during the past five years, and is co-author, with Robert Hayles, of *The Diversity Directive: Why Some Initiatives Fail and What To Do About It*, through ASTD and McGraw Hill Publishing. She has extensive experience training and facilitating a wide variety of audiences, ranging from blue-collar and front-line employees to Senior Managers. She is uniquely able to adapt to the communication needs of individuals who speak English as a Second Language and has also developed Diversity training modules for interactive, technology-based delivery.

Armida Russell has consulted and trained Diversity Councils, conducted Organizational Assessments and led Diversity Awareness Training programs for corporations such as: Bayer, Carlson Companies, Inc; Chase Manhattan Bank, and Dell Computer Corporation. At Pacific Gas and Electric, she worked collaboratively with its Diversity Council to advance the organization's Diversity business strategy and conducted Diversity Awareness and Diversity Management workshops for individuals at all levels of that organization. Her additional clients have included the City of Dallas, Texas; Honeywell, the State of New York and 3M.

***Alan Richter, Ph.D.*** is both founder of QED Consulting, and a partner and collaborator with Tulin DiversiTeam Associates in providing strategic consulting services and innovative curricula for private and public, business, educational and government organizations such as the World Health Organization, Pfizer, Wharton Business School, Met Life, the New York Blood Center, and the United Nations, and has been a presenter at conferences such as the American College of Insurance, the National Multicultural Institute in Washington, D.C., and PBS's Adult Learning Satellite Services. Dr. Richter has a combined focus on cross-cultural diversity skills and organizational development both domestically in the U.S., as well as globally in Africa, Asia and Europe. He received his doctorate from Birkbeck College, London University, is the author of several books, articles and book chapters dealing with issues of business ethics, cultural diversity, and cross-cultural aspects of medicine. He is also the creator of the award winning training tool, *The Global Diversity Game*, and is co-author of the new assessment tool for global professional development, *The Global Diversity Survey*.

**ANNIE ALLEN** is a corporate and educational Diversity consultant and trainer for Tulin DiversiTeam Associates. She is the Executive Officer for Cultural Pluralism at the University of Vermont where she also serves as Associate to the Provost for Outreach.

Annie was the Assistant Director of Multicultural Affairs at Farleigh Dickinson University for four years, and served as Chairperson for the New Jersey State Commission on Racism, Racial & Religious Violence for four years during which time she was selected by the New Jersey State Justice Department to author the "*Report to the Governor & Legislature on the Status of Racism and Prejudice in the State.*" Annie was also the Assistant Director of Labor Studies Programs for the New York State School of Industrial Labor Relations at Cornell University for five years.

In addition to developing Diversity curriculum and organizational strategic plans, Annie Allen has conducted multicultural training across varied levels of organizations and is a recognized facilitator on issues of diversity. She is known for her ability to link academic, organizational, and empathetic perspectives in order to teach diversity best practices. Annie Allen's cross-disciplinary experience, combined with her energizing style, sense of humor, and personal organizational insight, bring positive workshop participant evaluations, particularly from those who may have been previously self-identified as change resisters.

Among numerous honors and recognitions, Annie Allen is the recipient of a New Jersey Senate Resolution of Honor, the *Mastering The Maze Award* from the University of Vermont for spirited learning and excellence in teaching, and the NAACP Freedom Fund Award.

Annie Allen was a Doctor of Education candidate in Educational Leadership and Policy Studies at the University of Vermont, holds a Masters Degree in Public Administration (summa cum laude) from Farleigh Dickinson University, has earned certification to teach Holocaust Studies from Yad Vashem Institute in -Israel, and holds a Bachelor of Science Degree in Industrial Labor Relations from the State University of New York.

**GLORIA GRANTHAM, PH.D.** is a Senior Consultant and Trainer for Tulin DiversiTeam Associates. She has led Tulin DiversiTeam consultations and trainings in Organizational Development Strategies and Tools, Culture Assessment Development and Implementation, Multicultural Diversity Issues and Sexual Harassment Prevention & Intervention for a wide range of organizations, including the Federal Reserve Bank of Philadelphia, Loews Corporation and Kraft General Foods. Dr. Grantham specializes as well in consultations with universities, schools and professional agencies focusing on Planning Models that address the quality of employee performance. Gloria J. Grantham, received her doctor of philosophy degree from the University of Pittsburgh. She is the Assistant Provost of Cheyney University in Pennsylvania and has served as Dean of Off-Campus and Weekend Instruction for Delaware County Community College in Media, Pennsylvania. She is author and supervisor of the University Awareness Program (UAP) at the University of Delaware and has authored numerous other professional publications and programs. Dr. Grantham has served as an assistant high school principal, a school district supervisor, and instructor in public and private secondary schools.

**ERIC BRUNNER** is a senior Diversity Consultant with Tulin DiversiTeam, and is Executive Director of Operation Understanding, a Philadelphia-based non-profit agency whose mission is two-fold: (1) to educate the community at-large about race, conflict resolution, and the need for mutual respect for others; and (2), to develop future leaders in the African-American and Jewish communities. In addition to participating in the design and development of the specialized cultural diversity curriculum for *Operation Understanding*, he co-designed and co-led the Freshmen Pluralism Program for Bryn Mawr College (2001). He has served as diversity consultant to Bryn Mawr College, Temple University's Center for Intergenerational Learning, and TRV Consulting. Eric is a founding member of *Playback Philadelphia*, an improvisational theater which uses audience feelings and stories as the basis for its improvisations, and as a vehicle through which authentic diversity issues can be safely addressed. He has performed in and facilitated more than 200 theater improvisations, including "*Man To Man*," an autobiographical production dealing with growing up male in our society, and "*Now a Word From Our Promised Land*," a theatrical piece based on interviews with Israelis and Palestinians, and their view of life in Israel.

**V. ROBERT HAYLES, PH.D.**, is a Senior Consultant for Tulin Diversiteam Associates and speaks, writes, and consults with a strong foundation in pluralism and diversity. He has served more than 75 clients, including World Bank, Urban League, IRS, Government of Colombia (SA), Hewlett Packard, Monsanto, Allstate, Ford, Levi Strauss, Amoco, US West, AmeriTech, and Stanford University. He led the diversity initiative worldwide for Grand Metropolitan's food businesses (Pillsbury, Green Gland, Haagen-Dazs, and GrandMet Foods Europe). He is the former Human Resources Director for Pillsbury/GrandMet, Associate Professor of Engineering Administration at George Washington University, and the first behavioral scientist to manage the Department of Navy's Technology Base with a budget of more than one billion dollars. He is the co-author of "*The Diversity Directive: Why Some Initiatives Fail and What to do About It*," and brings a unique blend of technical, instructional, and consulting expertise to address the challenges of an increasingly diverse workforce.

***Marcine Pickron-Davis*** is the senior educational consultant for Tulin DiversiTeam Associates, as well as the Senior Research Associate with Research for Action (RFA), a Philadelphia-based non-profit organization engaged in educational research and reform.

At RFA, Marcine has worked on a range of projects focused on qualitative research to evaluate educational reform initiatives, particularly those that promote community and school partnerships, support teacher professional development, and enhance student achievement. For the past 10 years, Marcine has had extensive experience in the design and implementation of leadership training, conflict resolution, anti-racism/anti-bias training, and organizational development.

Marcine completed her MSW from Temple University's School of Social Administration, and received her doctorate in education at the University of Pennsylvania, with her thesis topic being "Black Students in Community Service-Learning: Critical Reflections about Self and Identity". She has been a guest lecturer at Immaculata College and Penn State University, taught as an adjunct faculty member at Cabrini College, and since 1998 has been a member of the University of Pennsylvania's adjunct faculty, specializing in the design and teaching of "Cross-Cultural Awareness".

Marcine is currently on staff as a cultural diversity trainer for the Anti-Defamation League "World of Difference Institute", and is also a certified, outdoors "Challenge Course" trainer for youth and adult leaders. She is a member of the American Anthropology Association, the Association of Black Women in Higher Education, and the National Association of Multicultural Education.