

CHINA JUDE

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Willing to relocate: Anywhere

Work Experience

Vice President, Diversity, Equity, and Inclusion

Denver Broncos Football Club - Denver, CO

April 2021 to November 2023

Reporting to the Executive Vice President for Human Resources to serve as the inaugural Head of Diversity, Equity, and Inclusion.

- Collaborate with Business Intelligence to create the first-ever Diversity Dashboard and DEI Assessment Tool, providing the company with a visual representation of the current personnel demographics and department-wide successes and vulnerabilities to be used to leverage DEI strategies.
- Created the first-ever DEI Maturity Model to assess DEI growth in the executive team's department.
- Oversaw a centralized D.E.I. function's startup, launch, and development, including managing a \$300,000 operating budget and oversight of a D.E.I. program coordinator.
- Spearheaded a strategy for embedding and standardizing diversity, equity, and inclusion practices across corporate and football front offices, creating a formalized talent strategy, supplier diversity program, and improvement of our external engagement strategies.
- Instituted KPIs focused on recruitment (5%), retention (85%), external engagement, supplier diversity, and integrated DEI-related content in annual reviews, engagement surveys, and employee awards.
- Implemented a talent acquisition strategy (including Implicit Bias Training), yielding a 3% increase in ethnic minority employee representation, and designed and embedded D.E.I. competencies into training modules for employee onboarding, producing a 75% volunteer completion rate among new hires.
- Launched D.E.I. Consortium, a Statewide event that engages D.E.I. stakeholders representing over 50 Colorado-based companies and organizations, is designed to strengthen connectivity and accelerate impact within the Colorado area.
- Co-created a quarterly Black employee networking event (average of 30 attendees) with the Denver Nuggets and Colorado Rockies.
- Ideated belonging programs, including ten (10) awareness/heritage virtual series, with an average viewership of 120 employees per session, and six (6) affinity group initiatives in preparation for formalizing Employee Resource Groups.
- Optimized cross-functional relationships, particularly with the Corporate Partnership team, to accelerate impact, leading to 10 high-level partners' expanded footprint in D.E.I. initiatives, programming, and strategies.
- Engage four minority-serving institutions in career development opportunities to include the half-day training event

(125 attendees) to create a pipeline of prospects in Business Analytics, Corporate Partnerships, and Ticket Sales and Service.

- Serve as liaison and engage six underrepresented Chambers of Commerce with the intent to engage in supplier diversity initiatives.
- Launched Real Response, an anonymous reporting system, producing more significant data insights and benchmarking on culture, illumination of employee relations risk, and elevation of employees' voices.

Sr. Associate Athletic Director, Administration/S.W.A.

University of Wyoming

February 2018 to April 2021

Serve on the Director of Athletics senior staff overseeing seven (7) departments, including Volleyball and Women's Soccer.

- Oversaw administrative functions, including the coordination, monitoring, strategizing, execution, and reporting on the department's strategic plan, Title IX, First Aid/C.P.R. certification and Licensing, culture and climate programming, Women & Ethnic Minority composition, staff professional development, and Social Justice programming.
- Collaborated with the University's Department of D.E.I. to create educational hiring toolkits to support recruiting diverse athletic talent; results include an 8% increase in ethnic minority and female representation.
- Served as Search Committee Chair for critical vacancies, including Head Women's Basketball Coach, Head Football

Athletic Trainer, and Football Nutritionist; search Member/Researcher on Head Men's Basketball Coach, Graphic

Designer, and Associate A.D./Development.

- Designated COVID-19 lead tasked with securing/monitoring quarantine housing, training table operations, saliva and swab test administering and scheduling, and facility cleanliness and safety, resulting in the department having a safe return to campus of FB/MBB/WBB/VB/W-Soccer.
- Coordinated a seven-prong Title IX sexual assault prevention strategy and coordinated healthy masculinity programming for men's basketball and football students and coaches to reduce player, institution, and brand risk.
- Initiated diversity, equity, inclusion, and belonging programming, including but not limited to the Cowgirl Reunion event (honoring pre-Title IX female alumnae who did not receive varsity letter) and recognition festivities to honor long-tenured female staffers (20+ years in the department) during Wyoming Women's Suffrage Celebration.
- Chaired the University and State of Wyoming-led initiative to honor the University of Wyoming's Black 14 (Football) 50th-year celebration, efforts resulting in a weeklong commemoration, acknowledgment of wrongdoing, and player reconnection with the university.
- Secured annual scholarship business sponsor and renewed/increased assigned Annual Fund donors by 10%.

Assistant Vice President for Athletics

Queens College (N.Y.)

August 2011 to January 2018

Served on Extended President's Cabinet & Council. Managed a staff of 50 (six direct reports) and indirect supervision of over 600 contractual staff.

- Led fundraising initiatives of 3.7 million dollars annually (excluding student fees and State allocations).

- Secured department's first two athletic naming rights in the history of College and City University of New York system (basketball court and baseball field); wrote a proposal for a 1-million-dollar donation (aquatics renovation) resulting in the securement of two endowments; increased alumni giving by 60% in last two fiscal years.
- Eliminated \$1.4 million inherited debt, creating six surpluses in a row, resulting in a final year with a \$250k cash surplus after the final audit.
- Lobbied & oversaw over fifteen-twenty million dollars in athletics facility construction/renovation projects and a development portfolio of 100.
- Won Thirteen Coaches of the Year, two Regional Coaches of the Year, 2017 Women's Basketball Elite Eight, and 2015 East Coast Conference (E.C.C.) Champs, seven E.C.C. Championships, and six NCAA Regional Championships.

Athletics Director/Department Chairperson

Cheyney University of P.A.

October 2007 to July 2011

Direct report to the President; Served as an executive administrator of 12 varsity sports (including football); supervised staff of 20.

- Oversaw accumulative eight-million-dollar budget, led department off three-year NCAA probation, eliminated

\$500k deficit, and secured first-ever athletic department endowment.

Additional past experiences can be provided upon request.

Education

Ed.D. in Athletics Administration

Northcentral University - Prescott, AZ

September 2010 to July 2017

M.S. in Sports Management

U.S. Sports Academy - Daphne, AL

November 1994 to June 1996

Bachelor of Arts in Broadcast Journalism

Alabama State University - Montgomery, AL

September 1990 to June 1994

Supplier Diversity Training Institute, University of Central Florida

Certificate

Boston University

Executive Certificate

Cornell University

Skills

- Six Sigma

- Talent Acquisition
- Training & Development
- Human Resources

Links

[linkedin.com/in/dr-china-jude-871a6321](https://www.linkedin.com/in/dr-china-jude-871a6321)

Certifications and Licenses

Paralegal Certificate

First Aid Certification