

Florence Emilia Castillo

Phone: (214) 455-3865 Email: fcastillo@unm.edu

Education

- In Progress PhD, Sociology (research areas: race/ethnicity, education, ethnic studies – University of New Mexico, Albuquerque, NM)
- 2013 M.A., Latin American Studies (discipline focus: Anthropology; regional focus: Argentina) – University of Florida, Gainesville, FL
- 2006 B.A., International Relations/Global Affairs and Spanish (subject area focus: nuclear non-proliferation, North Korea, and Middle Eastern Politics) - Eckerd College, St. Petersburg, FL

Teaching Certificates

- 2007 International TEFL/TESOL Certificate (Teaching English as Foreign Language/Teaching English to Speakers of Other Languages)
- 2007 Advanced Certificate in TESOL - British College of Teachers

Teaching Experience

Spring 2016-Present, Instructor – SOC 216 “The Dynamics of Prejudice,” University of New Mexico

Created syllabus and taught Sociology 216 course focused on unpacking and understanding prejudice. The objective of the course is to help students understand how attitudes and beliefs of individuals shape intergroup relations and their impacts on the daily lives of individuals as well as the effects that these beliefs have on the larger social structure of American society. Among the topics covered were intersectionality, race, class, gender, disability, sexuality, and privilege.

Fall 2015-Present, El Puente Graduate Research Fellow – El Centro de la Raza, University of New Mexico

Served as a graduate mentor for 20 undergraduate students from minority, undocumented, and first generation backgrounds. Directly mentored 5 of these students through weekly group meetings, one-on-one meetings, and random check-ins to ensure the well-being and continued academic success of the students. The purpose of this program was to link graduate students with underserved undergraduate students to teach skills and best practices crucial for success in graduate school. Among the topics covered in this program were how to write a research proposal, creating a literature review, applying for IRB approval for research projects, cultural humility in research, as well as the different types of research methodologies. Created and led seminar on qualitative methods in the social sciences.

Fall 2011, 2012, 2013, Teaching Assistant – “Intro to Latin American Societies,” University of Florida

Assisted in teaching an undergraduate course of 35-40 students by preparing material for the course, making relevant changes to curriculum material, grading submitted material and lecturing on political, historical, and cultural topics pertinent to obtaining a holistic understanding of contemporary issues in Latin American society.

Sep 2007 – Nov 2007, English Teacher – EBC Institute, Buenos Aires, Argentina

Created lesson plans geared towards adult students of the English language of various comprehension levels as part of coursework for TESOL certification.

Sep 2006 – Sep 2007, English Teacher – Sejong Academy, Suwon, Korea

Planned the curriculum for and taught 10-15 English classes per week with students ranging in age from 11-14.

Focused on improving listening comprehension and conversation abilities in classes ranging from 8-45 students.

Sep 2004 – May 2006, Spanish Tutor – Eckerd College, St. Petersburg, FL

Provided academic support to students of Spanish through assistance with grammar, editing, and conversational practice. Assisted Spanish faculty by proof-reading and grading assignments.

Jan – May 2005, Volunteer Teaching Assistant – Academy Prep of St. Petersburg, St. Petersburg, FL

Worked with at-risk youth in an after school mentoring environment. Particularly focused on assisting students struggling with reading proficiency and elementary level mathematics.

Employment Experience

May 2015 – July 2016, Special Groups Coordinator – CELAC, University of New Mexico

Responsible for international groups attending intensive English courses in the Center for English Language and American Culture at the University of New Mexico. Handled logistical details such as housing, transportation and meals while in the United States. Planned culturally centered events to expose international students to New Mexican culture, landmarks and history, while simultaneously affording them the opportunities to practice their English skills in real-world situations.

Aug 2014 – Present, Graduate Assistant – Sociology, University of New Mexico

Assisted professors with undergraduate classroom duties such as grading exam and taking over classroom lecture duties when primary faculty was unavailable. Provided supplemental research and resources for Chicano Movement project currently underway by a social movement scholar in the department. Assisted in gathering documents and created a syllabi database used to create a graduate level certificate in race and social justice.

Aug 2011 – May 2013, Research Assistant – Center for Latin American Studies, University of Florida

Worked with professors in various disciplines to carry out research pertaining to mineral and land rights of indigenous groups of the Andean Region as well as assisted in the coordination for the annual Southeast Council of Latin American Studies Conference.

Oct 2009 – June 2011, Senior Representative – T-Mobile, Frisco, TX

Coached and developed up to 15 technical care representatives at a time. Managed performance stats such as commitment to schedule, call resolution time, and overall performance of each team of representatives.

April 2009 – Oct 2009, Tier III Video Tech Chat Rep – T-Mobile, Frisco, TX

Provided troubleshooting and on boarding expertise through T-Mobile's Retail Video Chat Pilot Project – keeping T-Mobile ahead in the communications industry by providing technical support through the latest video technology while continuing to ensure signature service in every customer experience.

June 2008 – April 2009, Tier III Blackberry/PDA Rep – T-Mobile, Frisco, TX

Troubleshoot and resolved all technical issues specific to Blackberries, PDA devices and other smart phones.

Achievements: T-Mobile In-Crowd 2008 (Top 5% in the company)

Jan 2008 – June 2008, Tier II Tech Care Rep – T-Mobile, Frisco, TX

Provided world class customer service to customers while addressing and resolving their technical needs in a timely manner.

Aug 2005 – May 2006, Director of Traditional Events – Eckerd College, St. Petersburg, FL

Successfully managed \$15,000 budget allocated for the planning of traditional events, holiday celebrations, live bands and comedians for the Eckerd student body.

Aug 2005 – May 2006, Resident Advisor – Eckerd College, St. Petersburg, FL

Provided personal and academic support for over forty freshman students as well as planned and implemented social and educational programs for the residents of the hall.

Feb 2004 – May 2004, Campaign Assistant – Dallas County, Mesquite, TX

Organized and aided in successful election bid of Martha Metzger onto the Dallas County Community Colleges Board.

Sep 2002 – Jan. 2004, Insurance Agent – Sanborn Insurance Agency, Dallas, TX

Increased sales of tourist auto insurance for clients traveling in Mexico by more than 25% by expanding the market within the Spanish-speaking community. Also increased efficiency by creating and implementing a computerized client database; served as executive administrative assistant.

Research & Fieldwork Experience

Spring 2018 - Present “Analysis of the Effects of a Testimonio Curriculum Lab on Educationally Vulnerable Latinx Students: Challenging Perceptions of Knowledge, Shifting Power Dynamics, and Empowerment through Youth Participatory Action Research (YPAR)” – IRB approved, Co-PI

Collected data from students about their experiences in a testimonio credit-recovery curriculum laboratory to understand the effects of this pedagogical approach on their self-esteem, self-confidence, empowerment, academic performance, and personal/academic identity formation. Also collected interview data from parents to find out perceptions of how the curriculum affected their children in multiple arenas such as home, school, family life, work, etc. and the ways in which this course aligned with their educational dreams for their children. Through Youth Participatory Action Research (YPAR) we actively engaged students in research methods by training them on data collection as well as data analysis alongside university researchers.

Fall 2016 – Present Ethnic Studies Education & Health Research Practice Partnership (ESEH RPP) University of New Mexico

Engaged in a Research Practice Partnership with Albuquerque Public School administrators, teachers, principals and community members. The purpose of this partnership is to aid in the pedagogical training of Ethnic Studies teachers in APS and to analyze the ways in which teaching and training for this subject matter empowers teachers in their classroom. The long-term goals of this project is to be able to assess the effects of an ethnic studies curriculum on health outcomes and disparities as well as graduation attainment, academic success, and empowerment for students of color in the Albuquerque Public School system.

Fall 2016 College of Population Health & RWJF Center for Health Policy – Intersectionality, Economic Security, and Health Equity: The Heart of Gender Justice in New Mexico, University of New Mexico

Created a synthesis of pertinent literature on intersectionality, public health and gender disparities in order to provide background and contextualization in which to ground this project. Through a review of the findings and group discussions, assisted in creating implementable policy recommendations aimed at increasing gender justice in New Mexico communities. Methods and software used: literature analysis and EndNote.

March 2015 Samuel Proctor Oral History Program – Tucson Ethnic Studies, University of Florida

Carried out follow up interviews with the teachers and community leaders that were originally interviewed during Tucson Freedom Summer 2012 through the newly created Latina/o Diaspora in the Americans Project within the SPOHP. Collected new interviews which expanded the project by including the voices and experiences of former students impacted by the curriculum as well as those who fought the school board and state legislators through sit-ins, schoolboard takeovers, and protests. Interviewed other members of the community such as parents as well as prominent media figures that have been documenting this struggle through blogs such as The Three Sonorans. Methods included semi-structured interviews in the oral history style which allowed for deviations from the scripts as important topics and themes emerged within each unique interview session.

Aug-Dec 2013 Samuel Proctor Oral History Program – Tucson Ethnic Studies, University of Florida

Transcribed oral histories collected by volunteers of the Samuel Proctor Oral History Program during Freedom Summer 2012 in Tucson, Arizona. This historical event was the apex of community organization to save the Mexican American/Chicano/Raza Studies Program in the Tucson Unified School District after state laws were passed to outlaw these courses and ban the material used in these classrooms. Interviews included all major teachers and administrators involved in this struggle. Methods included transcribing and documenting key themes that emerged from the oral histories for organizational purposes.

July 2013 Rural South Public Health Training Center – Migrant Workers, Immigrants and HIV, University of Florida

Part of a three-member group of Latina researchers that facilitated and conducted several focus groups in rural agricultural towns in and around Alachua County, Florida. Focus groups comprised of immigrant and migrant worker women – an underserved segment of the population affected by HIV/AIDS but often ignored in research on HIV/AIDS in impoverished communities. Methods used: 3-hour focused groups based on structured questions, 9-12 women in each group, all conducted in Spanish.

Feb 2013 Ethnographic Fieldwork – Racial Spaces and Racial Embodiments in Barranquilla's Carnival, Barranquilla, Colombia

Conducted ethnographic research consisting of unstructured and semi-structured interviews as well as participant observation during Carnival season in Barranquilla. This research was undertaken to better comprehend the racial spaces and liminalities that exist within the costumes, characters and rituals of this Caribbean manifestation of Carnival which is second in size and attendance only to Rio de Janeiro, Brazil. Methodologies used included ethnographic field observations, participant observation, semi-structured interviews with city officials, and informal interviews of both participants and observers of Carnival activities.

Summer 2012 Ethnographic Fieldwork – “Afro-Argentine Social Movements and the 2010 Argentine Census”, Buenos Aires, Argentina

Conducted summer fieldwork for thesis data collection with funding from the Tinker Foundation. This research focused on analyzing the role of the 2010 Census as a tool towards an increased visibility and inclusion of Afro-Argentines in contemporary Argentinian society. Worked with several Afro-Latino/African Diaspora centered social groups in the city and interviewed officials within the Argentine Census Bureau and the National Institute against Discrimination. Methods included participant observation, structured interviews with census officials, surveys of white Argentines, and semi-structured interviews with members of the Afro-Argentine community.

Publications

- 2016 Cacari Stone, L., Claudia Diaz Fuentes, Nancy Lopez, Florence Castillo. *Intersectionality, Economic Security, and Health Equity: The Heart of Gender Justice in New Mexico* Albuquerque, NM: College of Population Health and RWJF Center for Health Policy at the University of New Mexico.
- 2014 Castillo, Florence. “Afrodescendientes en la Argentina y el Censo 2010: Diálogos y críticas después de los resultados” en *Afrodescendientes en la Argentina: aportes a la construcción de ciudadanía*.

Awards and Honors

- 2018-2019 El Puente Graduate Research Fellowship – University of New Mexico
- 2017-2018 El Puente Graduate Research Fellowship – University of New Mexico
- 2017-2018 Center for Regional Studies, Dissertation Research Fellow – University of New Mexico
- 2017-2020 UNM Health Policy Fellowship – University of New Mexico
- 2016-2017 Robert Wood Johnson Center Funding Recipient - University of New Mexico
- 2016-2017 El Puente Graduate Research Fellowship – University of New Mexico
- 2015-2016 El Puente Graduate Research Fellowship – University of New Mexico
- 2014-2016 Two Year Supplemental Graduate Recruitment Grant – University of New Mexico
- 2013-2018 McKnight Doctoral Fellowship – Florida Education Fund & University of Florida
- 2012 Summer Summer Field Research Grant – Tinker Foundation & UF Center for Latin American Studies
- 2011-2013 Graduate Assistantship – UF Center for Latin American Studies
- 2011 Summer Board of Education Summer Fellowship – Office of Graduate Minority Programs, U of Florida
- 2005-2006 Maurice J. Williams Endowment for Intl. Relations & Global Affairs – Eckerd College
- 2003-2004 Phi Theta Kappa Honor Society

Conference & Papers Presented

June 2016. *Black Internationalism in Latin America: An Inter-Diasporic Dialogue from Garveyism to*

Hip-Hop. Global Studies Association of North America, University of Texas, Austin.

April 2016. *Controlling Images and the Racial Project of Criminalizing Raza in the US: How Brown Lives Stop Mattering & Police Brutality Prevails*. National Association for Chicana and Chicano Studies Annual Conference, Denver, CO.

April 2016. "Social Movements Consciousness Online: Academic and Community Publishing on Open Access Formats." Workshop presented at the National Association for Chicana and Chicano Studies Annual Conference, Denver, CO.

March 2016. Co-chair and organizer. 2nd Annual Raza Graduate Student Research Conference. Atl Tlachinolli: Decolonized Healing Conference was designed to create a place of decolonizing and healing for students and community members to share research, passions and to present their work in an open and inclusive space. Following the success of the first conference, this year attracted submissions and participants from all over the United States. University of New Mexico, Albuquerque, NM.

March 2015. Co-chair and organizer. 1st Annual Raza Graduate Student Research Conference, this inaugural conference brought together both community members as well as scholars to share research centered on issues facing marginalized communities. Over 250 participants were in attendance. Facilitated Workshop "Faculty Allies: How to develop effective mentoring relationships with students of color," University of New Mexico, Albuquerque, NM.

March 2015. "Transnationalism (Panel)." Panel participation at the Raza Graduate Student Conference, Albuquerque, NM.

March 2012. *Race, Ethnicity and Immigration: America's Racialization and Criminalization of Latinos*. 59th Annual Southeastern Council of Latin American Studies, University of Florida, Gainesville, FL.

Feb 2012. *The American Quinceañera: A Ritual as a Tool for Claiming Latino Cultural Citizenship*. 7th Annual Interdisciplinary Colloquium on Spanish, Portuguese and Catalan Linguistics, Literature, and Cultures, University of Florida, Gainesville, FL.

Feb 2005. *Basque Separatism and the Problem of ETA*. Race, Nation, and the Humanities Undergraduate Conference, Austin College, Sherman, TX.

Professional & Educational Development/Workshops

August 2017 *XITO Xicano Institute for Teaching and Organizing Workshop for APS*

June 2017 *UNM Summer Institute in Community Based Participatory Research (CBPR) for Health*

Oct 2015 *XITO Califas: Todos Somos Semillas Institute and Youth Summit*. Los Angeles, CA

June 2015 *XITO In Lak'ech: Xican@ Institute for Teaching and Organizing*. Tucson, AZ

Community Participation & Projects

2015–2016 Adult facilitator for **L.O.U.D. (Leaders Organizing 2 United and Decriminalize)**, a youth-led initiative in Bernalillo County. L.O.U.D is composed of youth that have been in the justice system that now work to gather data through focus groups and interviews with other youth in detention homes. This data is presented to judges, correction officers, and legislators throughout Bernalillo County with the aim of changing many of the laws and practices that criminalize youth.

- 2005-2015 Worked with various groups to support the **Coalition of Immokalee Workers'** Justice Campaign
- 2005-2006 Partnered with **Better World Books** to raise over 1,800 books at Eckerd College to benefit Room to Read, a global organization focused on literacy and gender equality in education
- March 2006 Worked with Mayan population in the Yucatan Peninsula through the **Mexican Secretary of Health** to provide health education and basic dental hygiene resources to the community
- Fall 2005 **Carnegie Endowment for International Peace** Non-Proliferation Conference Participant - Washington, DC

Research Interests

- Race & Ethnicity
- Social Determinants of Health
- Social Activism and Mental Health
- Ethnic Studies and Education Justice
- Education and Pedagogy
- Social Activism and Social Movements
- Intersectionality
- Dynamics of Power, Prejudice, and Discrimination
- Race in Latin America
- Immigration and Citizenship
- Undocumented Youth / DACA Youth
- Identity Formation
- Barrio Intellectualism and Non-Institutional Intellectual Spaces

Professional Memberships

- National Association of Chicana/Chicano Studies (NACCS)
- American Studies Association (ASA)

Languages

- Spanish – oral and written fluency; native/heritage speaker
- Portuguese – beginner speaker w/intermediate reading/comprehension skills
- French – beginner speaker w/intermediate reading skills
- Hebrew – basic/beginner working knowledge
- Korean – basic/beginner working knowledge