

CHRIS ARMSTRONG

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SOCIOLOGY. EDUCATION. MENTORSHIP. COMMUNITY.

Experienced education and community professional with 10+ years of experience consistently outperforming goals within higher education and nonprofit settings. Proven track record of success in amplifying equity initiatives and mentorship. Repeatedly recognized as a subject matter expert and thought leader for commitment to the community and steering its efforts toward self-empowerment and social equity. Committed to the emerging fields of educational research in conjunction with an academic life devoted to racial, cultural, and artistic equity.

PRESENT APPOINTMENTS

PhD Student | Sociology, Gender and Sexuality | University of New Mexico (UNM)

Senior Program Manager | Central New Mexico Community College (CNM)

Safe Zone Trainer | Central New Mexico Community College (CNM)

EDUCATION

- M.Ed.** Arts, Community, and Education with a concentration in Equity, Access, and Inclusion |
Lesley University's Graduate School of Education | 4.0 GPA
Research: *"The Color of Education: Higher Education and Collective Identity amongst Women of Color through the Lens of Socially Engaged Art."*
Graduated January 2021
- B.A.** Community Planning with a concentration in Youth Work |
University of Massachusetts at Boston's College of Public and Community Service |
Graduated 2007

SELECTED PROFESSIONAL HIGHLIGHTS

- Partnered with CNM Sociology faculty to amplify opportunities and build on industry best practices.
- Streamlined and presented educational content promoting inclusive language and identity-centric best practices. Delivered content across 4 slide decks and 9 events across two CNM campuses, including June 2024 Presidents Council and Safe Zone trainings.
- Increased median family income from \$13,000 to \$47,000, a 3.5-fold increase over 5 months, for unhoused & housing insecure families at one of Boston's leading homeless service providers.
- Served on Lesley University Diversity Council and the Communications and Events subcommittee; as a part of this initiative, our team surveyed and petitioned the administration to switch the Fall Holiday to Indigenous People's Day on the university calendar.
- Developed and implemented a 26-page strategic action plan and proposal to promote equity, access, and inclusion within the executive board of a local organization to benefit 25,000+ individuals across New England, the community arts field, and tiny home communities.

- Developed metrics to report student engagement; sustained 97% workshop satisfaction and engagement rate by encouraging participation and utilizing key audience development concepts.
- Facilitated 270+ high-quality workshops on 19 unique topics in coordination with industry best practices for students, colleagues, staff, and regional partners.
- Increased arts capacity across a 5-club consortium by renovating the dual art space, setting new strategic systems for growth, and partnering with local community arts stakeholders.
- Nominated and served as commencement speaker on behalf of the Graduate School of Education, an honor bestowed to one individual out of GSOE's graduating class of 440 (0.23%).

SKILLS			
Sociology	Hybrid Teaching	Postsecondary Education	Synchronous
Equity	Online Teaching	Current Issues	Asynchronous
Education	College Classrooms	Industry Trends	Critical Pedagogy
Teaching	Graduate Education	Industry Developments	Implementation

PROFESSIONAL APPOINTMENTS			
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Senior Program Manager | CNM Ingenuity | Albuquerque, NM | May 2025-Present

- Promoted to the role of Senior Program Manager after two years of consistently exceeding expectations within previous capacity
- Amplifying equity across Central New Mexico Community College alongside the LGBTQIA2S+ Advisory Council, QCNM, Equity Council, and CNM Ingenuity. Orchestrating initiatives focused on the inclusion of LGBTQ2SIA+ students in workforce development.
- Managing a portfolio of 13+ training programs across healthcare, cannabis, and coaching sectors, building learning environments rooted in equity and impact
- Leading the creation of engaging marketing and communications materials, including coaching and healthcare flyers, as well as collateral for new and emerging programs
- Collaborating with senior leadership and community partners to design and launch responsive healthcare programs that address evolving community and labor market needs

Employment Advisor | Central New Mexico Community College | Albuquerque, NM | March 2023-May 2025

- Streamlined and presented content promoting inclusive language and identity-centric best practices. Delivered content across 4 slide decks and 9 events across two CNM campuses, including June 2024 Presidents Council and Safe Zone trainings.
- Developed systems improvement efforts and updated operational standards based on industry best practices, resulting in enhanced program development and scaled implementation efforts.
- Provided guidance and mentorship to 460+ students (updated July 2024) in their job search and career aspirations.
- Partnering with CNM Sociology faculty to amplify opportunities and build on industry best practices, including
 - o Built a referral pipeline between enrolled students and the Workforce and Community Success Career Center in collaboration with Sarah Morrison. Exchanged industry best practices and recent developments.
 - o Co-presented in partnership with Sarah Morrison for the 12th Annual CNM Conference on Teaching and Learning in January 2024.

- o Hosted 5 Safe Zone and Using More Inclusive Language training sessions alongside Liz Bennett from July 2023 to the present.
- o Presented with Liz Bennett regarding best practices for student retention. Developed comprehensive materials and handouts concerning curricula, syllabi statements, and student information.

Adjunct Professor | Lesley University, Graduate School of Education | Cambridge, MA | Jan 2021-2023

- Provided group and one-on-one instruction across multiple course sections of Equity, Access, and Inclusion through Arts-Based Inquiry. Guiding thesis students, masters students, and doctoral students through (1) Arts-Based Inquiry: Seminar and Thesis and (2) Equity Access and Inclusion through Arts-Based Inquiry.
- Explored the emerging field of Black public sociology and community arts, including the intersection of artistry, culture, race, social impact, innovation, storytelling, and design.
- Mentored students through their exploration and professional development as change agents.

Career and Education Navigator Manager | FamilyAid Boston | Boston, MA | Nov 2021-Oct 2022

- Distributed \$85,000 in training grants to benefit housing-insecure families in upward mobility. Facilitated the entire training process, including systems, case consultation, follow-up, job placements, and reports.
- Pitched, designed, and implemented the E Squared (Education and Employment) newsletter featuring special events and programs, informing colleagues of education and career opportunities. Within 24 hours, the newsletter was read 320+ times amongst a staff of 102 individuals, creating a 3x fold readership increase.
- Identifying training programs, placements, and job opportunities based on community need analyses and industry trends, primarily within healthcare and customer service fields.
- Developing and launching a referral pipeline between FamilyAid and Boston Career Institute (BCI) Allows FamilyAid homeless and housing-insecure families to obtain complimentary Medical Assisting and Dental Assistant training through referral services. As a result, the median family income increased 4x fold from \$13,000 in 2021 to \$42,000-52,000 in 2022.
- Providing training and leadership development to all staff regarding best practices in career readiness programs, career coaching, career services, employment consultation, professionalism, and job placement. Remaining abreast of relevant career information and resources.

Program Manager | Boston University Innovate@BU | Boston, MA | Jan 2021-Dec 2021

- Cultivated an artistic and creative environment within the innovation space. Served on the 2021 Artist-in-Residence selection committee, [encouraging projects at the intersection of innovation, creativity, and capacity](#). Building strategic partnerships with BU Arts Initiative and the BU Arts Administration program, and MIT's \$15K Creative Arts Competition to increase pipelines and foster a sense of community.
- Benchmarked diversity, equity, and inclusion (DEI) initiatives at other university-based innovation centers to develop a series of best practices
- Led, organized, and facilitated the [New Venture Competition](#), Innovate@BU's largest annual competition, within the first 90 days in the role. Successfully managed the operations, evaluation & judging processes, team selection, communication, marketing, and the respective systems, resulting in 900+ attendees over 5 events, with prizes totaling \$97,000

- Analyzed data from the 2020-2021 Annual BUild Lab User Feedback Survey to inform strategic direction. Recorded a 59 Net Promoter Score (NPS), with an industry standard of 50 deemed “excellent.” Charted results across 17 different measures spanning 165 unique respondents.

Managing Director | Transformative Culture Project | Roxbury, MA | Jan 2019-Jan 2021

- Saved the organization \$35,000 utilizing data to complete a thorough review of the budget; renewed strategic direction and strong partnerships with the innovation and startup community.
- Directed all the logistics of the entrepreneurial and mentorship program. Within 6 months, increased fiscal sponsorship impact by 28%, created a program management manual, and subsequent vetting process. Within 9 months, 3 initiatives were transferred into independent 501c3 organizations.
- Provided supervision and leadership to staff, interns, and students across different departments while supporting and maintaining organizational culture.

Career Navigator | JVS Boston, MassHire Downtown Boston Career Center | Boston, MA | Mar 2016-Dec 2018

- Facilitated 270+ high-quality workshops on 19 unique topics in coordination with industry best practices for students, colleagues, staff, and regional partners.
- Developed metrics to report student engagement; sustained 97% workshop satisfaction and engagement rate by encouraging participation and utilizing key audience development concepts.
- Cultivated partnerships and coordinated student referrals with 25+ higher education institutions, training vendors, nonprofit organizations, and entrepreneurs.
- Recruited, interviewed, and engaged new students through resource fairs, presentations, and 1:1 assistance.
- Designed, evaluated, and executed 65+ strategic initiatives and process improvements to eliminate confusion and increase customers served; utilized by the regional board, a collaborating organization, and 40+ colleagues in a federally mandated program.

Youth Program Coordinator | Maverick Landing Community Services | East Boston, MA | Sept 2014-Nov 2015

- Managed and implemented all aspects of the Maverick Landing Youth Program [a creative youth development program for low-income students], including the curriculum, instruction, community events, evaluation, and supervision.
- Led the successful execution of multiple programs [including concurrent student health courses, youth programming, and events] through advising, collaboration, inclusive instruction, and analysis.
- Increased staffing and participation in the creative youth development employment program to 27 youth, summer job placements to 15 teenagers, CNA program enrollment to 39 young adults, and job placements for 73 individuals.
- Provided intensive case management services to a high-risk student population, including Emergent Bilingual students facing unemployment, homelessness, and substance abuse.

Youth Worker | Catholic Charities at Saint Peter’s Teen Center | Dorchester, MA | Feb 2012-Sept 2013

- Managed consecutive classrooms and the respective students during academic and recreational time through communication, supervision, and cultural sensitivity.
- Propelled the art incentive program to new heights, increasing students' financial literacy and awareness.

- Created an exhaustive template for staff-wide communication and programming [through the weekly report] to monitor all teen center activities, improved tracking capabilities, and allowed the team to quickly assess impediments and progress.

Arts Coordinator | Boys and Girls Club of Middlesex County | Medford, MA | Sep 2009-Jun 2011

- Increased arts capacity across a 5-club consortium by renovating the dual art space, setting new strategic systems for growth, and partnering with artistic collaborators.
- Created and implemented an art assessment to evaluate the needs of 100+ students. Developed metrics to analyze student engagement, public programs, monthly art events, and artistic development.
- Organized, planned, executed, and hosted art shows and installations, showcasing the work of 100+ students and youth.
- Cultivated strategic relationships with various organizations throughout the community, including the Medford Arts Council, Massachusetts College of Art and Design (MassArt), and the Institute of Contemporary Art (ICA).

TEACHING

- EARED 6003: Equity, Access, and Inclusion through Arts-Based Inquiry | Fall 2022, Spring 2022, and Summer 2021 | Lesley University's Graduate School of Education
This course explores ways to approach human diversity and build an understanding of similarities and differences through drama, movement, visual arts, music, poetry, and literature. It is applicable to the classroom and other work settings.
- EARED 7100: Arts Integrated Inquiry: Seminar and Thesis Project | Spring 2021 | Lesley University's Graduate School of Education
In this final course, students combine research, practice, and theory to critically reflect on their teaching and learning. They identify skills and understandings gleaned from the program and assess the impact of these learnings on their teaching practice. They consider new roles for themselves as agents of change in the field of education. Their work culminates in a substantive project that makes an original contribution to the greater educational community.

PRESENTATIONS AND SPEAKING ENGAGEMENTS

1. Safe Zone and Queer at CNM Trainer | Safe Zone Trainings conducted at Central New Mexico Community College (CNM) | July 2023-Present
2. Guest Speaker | President's Council June 2024 | Central New Mexico Community College (CNM) | June 5, 2024
3. Guest Speaker | DEI Brown Bag Lunch: Creating Affirming and Welcoming Spaces for Black and LGBTQ2SIA+ Students in Workforce Development | Hosted by CNM Ingenuity at Central New Mexico Community College (CNM) | July 20, 2023
4. Guest Speaker | Courageous Conversations 2023: Intersectionality of Gender Identity and Race | Hosted by LGBTQIA2S+ Advisory Board and Equity Council at Central New Mexico Community College (CNM) | June 23, 2023
5. Guest Reviewer | [MIT's Annual \\$15K Creative Arts Competition](#) | Hosted by Shannon Rose McAuliffe at Massachusetts Institute of Technology | May 09, 2022

6. Guest Speaker | Third Thursday Community Workshops | The joy of neuroqueer(!): assets, accommodations, and agendas! | Hosted at Haus of Threes Collaborative | April 21, 2022
7. Guest Speaker | Intersection of Education, Activism, Antiracism, and White Savior Complex | [*Bleeding Through the Band-Aid: The White Savior Industrial Complex*](#) | Hosted by Jamie Kherbaoui at Lesley University's Undergraduate Honor's College | March 22, 2022
8. Graduate School of Education Commencement Speaker | [*Lesley University's Commencement Ceremony*](#) | May 22, 2021
9. Guest Judge | [*MIT's Annual \\$15K Creative Arts Competition*](#) / Hosted by Shannon Rose McAuliffe at Massachusetts Institute of Technology | May 11, 2021
10. Guest Judge | [*QST SI 250: Ideas to Impact course, student presentations*](#) / Hosted by Patrick Abouchalache at Boston University | April 27, 2021
11. Guest Speaker | Arts Activism and Racial Justice | *CARTH-3426: [*Art Therapy, Social Justice, and Community Engagement*](#) course* | Hosted by Lauren Leone at Lesley University's College of Liberal Art and Sciences | March 30, 2021
12. Organizer | [*Diversity Lecture Series: Staying Alive: Wellness Response to Racial Trauma*](#) | Lesley University's Office of Diversity, Equity, Inclusion, and Justice | November 20, 2020
13. Guest Judge | [*Cultural Entrepreneurship course, student presentations*](#) / Hosted by Wendy Swart Grossman at Boston University's Art Administration program | April 28, 2020
14. Guest Speaker | [*MET AR 789: Cultural Entrepreneurship course*](#) | Hosted by Wendy Swart Grossman at Boston University's Art Administration program | March 03, 2020
15. Guest Speaker | [*Coming to the Table Together: Considering White Fragility, Womanhood, and Trauma*](#) | Riveting Broads Podcast | December 5, 2019
16. Guest Panelist | *Voices from the Field: Panel on Community Arts, Education, and Equity* | Hosted by Maureen Creegan-Quinquis at Lesley University's Graduate School of Education | October 10, 2019

SERVICE AND MEMBERSHIPS

- Member of LGBTQIA2S+ Advisory Board, QCNM, Equity Council | Central New Mexico Community College | March 2023-Present
- Member | [*Association of Black Sociologists*](#) | 2022-2023
- Volunteer | [*Annual Homeless Census*](#), Boston | February 2022
- Walker and Staff | [*Winter Walk Boston*](#) | February 2022
- Member | [*Network for Arts Administrators of Color, Boston*](#) | 2019-present
- Board Member | [*Brain Arts Organization*](#) at Dorchester Art Project | 2019-2021
- Council Member and Communication & Events Subcommittee Member | [*Lesley University Diversity Council*](#) | 2019-2020
- Board Member and Strategic Planning Committee Member | [*Miranda's Hearth*](#) | 2019-2020
- Friendly Visitor | 2Life Communities | 2017-2020
- Advisory Team Member | [*Roxbury Transportation Corridor Project Advisory Team*](#) | 2019
- Founding Board Member | [*American Association of University Women \(AAUM\) Younger Women's Task Force*](#) | 2018
- IRS Volunteer Tax Preparer | [*Boston Tax Help Coalition \(BTHC\)*](#) | 2015-2018
- Mentor and Tutor | [*Dudley Street Neighborhood Initiative \(DSNI\)*](#) | 2013-2014
- Fundraiser and Walker | [*Walk for Hunger*](#) | 2004-2010

COMPLETED COURSEWORK

- GEXTH 6035: Art Activism in the Community | Dr. Karen Frostig | Lesley University
Activism is about change, and community is about relationships between diverse groups. The course investigates the rich interplay between art, identity, culture, and community, identifying sources of conflict, isolation, marginalization, and mediation. Arts activism is presented as a vehicle of communication linked to agency and empowerment, which are essential elements in expressive arts therapy practice. Students are introduced to art activist projects and experimental techniques promoting critical thinking, civic engagement, and social discourse across the political landscape.
- EARED 7102: Arts-Based Research | Dr. Young Song | Lesley University
This course focuses on arts-based research in the arts, education, and social sciences. Students will explore various arts-based research methods such as narrative inquiry, autoethnography, dramatic forms, and poetry. Using the arts (visual art, drama, music, movement/dance, storytelling, photography, video, and other media), students will apply methods of artistic inquiry to a research project.
- EARED 7100: Arts Integrated Inquiry: Seminar and Thesis Project | Dr. Marianne Adams | Lesley University
In this final course, students combine research, practice, and theory to critically reflect on their teaching and learning. They identify skills and understandings gleaned from the program and assess the impact of these learnings on their teaching practice. They consider new roles for themselves as agents of change in the field of education. Their work culminates in a substantive project that makes an original contribution to the greater educational community.
- EARTS 6001: Collaborative Symposium: Power of Arts in Communities and Schools | Dr. Lisa Donovan | Lesley University
A series of workshops led by artists and leaders in multicultural education will offer a variety of art modalities and avenues to understanding cultural differences. Participants will explore the integration of drama, dance, music, visual arts, storytelling, and poetry into multicultural approaches to teaching and learning. This symposium will emphasize collaborative work in the arts as a path toward democratic schooling and social justice.
- EARED 6003: Equity, Access, and Inclusion through Arts-Based Inquiry | Tina Carter de la Cruz and Dr. Patrica Crain de Galarce | Lesley University
This course explores ways to approach human diversity and build an understanding of similarities and differences through drama, movement, visual arts, music, poetry, and literature. Application is made for the classroom and other work settings.
- GINTC 6100: Identity and Belonging in a Categorized World | Dr. Michelle Vital | Lesley University
This course focuses on the co-construction of self and culture, our quest for belonging, and the complexities of categorizing humans by sex, race, and other markers. We consider the social, psychological, and behavioral consequences of differing self-construals and how these manifest

themselves in everyday life. We draw attention to our pursuit of belonging in teams and social groups and highlight the identity reconstruction and renewed strivings for inclusion.

- EARED 6999: Independent Study: The Correlation between Community Arts, Cultural Equity and Higher Education | Dr. Maureen Creegan-Quinquis | Lesley University
Supervised independent exploration/research /project(s) of particular interest related to professional objectives.
- EARED 7700: Internship and Seminar in Community Arts | Dr. Maureen Creegan Quinquis and Lesley University's Office of Diversity, Equity, Inclusion, and Justice | Lesley University
This course is a seminar delivered in a hybrid model. Students participate in online discussions and attend a bi-weekly faculty-sponsored seminar. They will complete a 150-hour field-based experience, conduct arts-based research, and examine issues in community arts related to their area of specialization. Students will also create a reflective portfolio documenting and assessing their learning in community arts.
- EARED 7106: Multiple Literacies: Social and Political Investigation | Denise Driscoll | Lesley University
The course is designed to involve participants in exploring the creative use of some of the arts, including visual arts, poetry, and telling stories. Participants will use the arts to redefine literacy, understand their students' literacies, and enhance students' skills. The course will involve three significant elements: research, artmaking, and curriculum development. These elements will draw on what participants discover about the lives, families, and communities of their students and themselves. We will use a critical pedagogy approach to find and use the voices and experiences of participants and their students to shape the curriculum, understand the broader contexts of schooling, and create knowledge together. The course will also focus on using the arts for basic literacy and numeracy in the classroom.
- EARED 6117: Theory and Practice in Community Arts: Ideas into Action | Kit Jenkins | Lesley University
This course will examine the historical and contemporary theoretical frameworks that have shaped community arts in various artistic disciplines. Why has the community arts movement taken hold in the United States of America and across the international spectrum? Research proves that the arts bolster economic development, connect neighborhoods and cultural/ethnic groups, and revitalize (physically and emotionally) urban and rural places. To achieve these dynamic possibilities, we must know how to turn ideas into action by gaining crucial skills in arts administration, audience development, and project development.
- MBAMGT 650: Organizational Analysis and Skills | Fall 2007 | University of Massachusetts at Boston
This course focuses on the organization of the future, identifying its characteristics and exploring the strategic design and political and cultural implications for working in and managing such an organization. It examines the impact of the new organization on the roles and careers of individual managers, the functioning of groups, the processes within organizations, the relationships of organizations with their environments, and the learning and change practices needed to enhance global performance. First-semester MBA students are introduced to a variety of skills that they will be called upon to use throughout their MBA experience (case analysis, analytical writing, self-awareness, team-building, oral communication).
- MBAMGT 697: Special Topics+ | Spring 2008 | University of Massachusetts at Boston

This course addresses a specific topic in a particular discipline. Courses under this title are offered as one-time supplements to a given department's curriculum.

- HMSG 603: Race, Culture, and Ethnicity in Human Services | Fall 2008 | University of Massachusetts at Boston

Students will be able to identify and analyze oppression based on race, sex, culture, or ethnic group in the values, attitudes, behaviors, policies, and practices of human services systems, agencies, or providers (personnel) and to develop appropriate interventions/methods to address this oppression.

HONORS AND AWARDS

[50th Anniversary Boston MLK Memorial Breakfast](#) Nominee | Only 4 students amongst Lesley's 6,593 student body (0.06%) received the nomination | Boston Convention and Exhibition Center | January 20, 2020

[Dean's Merit Scholarship](#) Awardee | Only 3 students amongst Lesley's 3,886 graduate student body (0.08%) received the award | Lesley University | Cambridge, MA | July 11, 2019

EXHIBITS AND PUBLICATIONS

ART EXHIBIT

Washington Street Art | [2022 Fundraiser for the Somerville Homeless Coalition](#) | Somerville, MA | January 2022

MASTERS THESIS

Armstrong, C. (2020). *The Color of Education: Higher Education and Social Mobility amongst Women of Color through the Lens of Socially Engaged Art*. Under the direction of Dr. Maureen Creegan-Quinquis and Dr. Marianne Adams | August 2020