
Education

Boston University Doctoral Candidate (ABD), Political Science 2020-present

Dissertation: “The Union’s Inspiration: Black Workers, AFSCME, and the Public Sector
Upsurge of the 1960s.”

Committee: Spencer Piston (chair), Cathie Jo Martin, Cedric de Leon, and Paul Frymer.

Brown University Bachelor of Arts, African American Studies 2000

Work Experience

Self-Employed, Dorchester, MA *Researcher/Writer* 2019-present

- Grant-writing, project assistance, and curriculum development for worker-driven non-profit training fund.
- Policy research, data analysis, and report drafting for local union legislative campaigns on child care affordability, child care worker wages, nursing home staffing levels, collective bargaining rights, and the climate energy construction transition.

SEIU District 1199NE, Providence, RI *Elected Organizer* 2004-2019

- Led union organizing drives among health care and child care workers, increasing local union membership from under 3,000 to over 5,000 during my tenure.
- Coordinated successful legislative and electoral campaigns to win pro-worker state public policies including paid sick leave, banning mandatory overtime in hospitals, and new collective bargaining rights for publicly-funded home child care and health care workers.
- Directed internal and external union communications and public affairs.
- Built organizational capacity through strategic planning and budgeting, leadership development, coaching and supervision of staff and volunteers, and coalition-building.
- Established and funded a worker-driven education and training fund for home child care providers via collective bargaining, increasing its capacity via successful grant proposals.

Day Care Justice Co-Op, Providence RI *Organizer* 2001-2003

- Led recruitment, membership meetings, direct actions, and leadership development trainings in grassroots worker center of Black and Latina home child care workers.

Direct Action for Rights and Equality *Intern* 1999-2000

Rhode Island Jobs with Justice *Intern* 1999

Fellowships

- 2026-27 Boston University Society of Fellows, Inaugural Dissertation Completion Fellowship
- 2024-25 Boston University Graduate School of Arts & Sciences (GRS) Graduate Research in the United States Fellowship (GRUF)
- 2023-24 Boston University College of Arts & Sciences Core Writing Fellowship

Research Grants

- 2025 Boston University Center for Innovation in Social Science (CISS) Mini-Grant
- 2024 W.E. Upjohn Institute / Russell Sage Foundation Dissertation Research Grant
- Consortium on the American Political Economy (CAPE) Research Grant
- Cornell University Kheel Center for Labor-Management Documentation & Archives
Richard Strassberg Travel Grant
- Boston University Center for Innovation in Social Science (CISS) Mini-Grant
- Boston University Graduate Students Organization (GSO) Research Grant

Awards & Recognition

- 2026 Boston University Center for Innovation in Social Science (CISS) Dissertation Finishing Fellowship, Honorable Mention
- 2021 Boston University Graduate School of Arts & Sciences (GRS) Social Science Summer Internship Award
- Boston University Initiative on Cities, Early Stage Urban Research Award
- 2019 Citations from the RI Governor, General Assembly, and Providence City Council
- 2006 RI Institute for Labor Studies & Research, Paul E. Moura Leadership Award
- 2003 RI Fund for Community Progress, Sister Carol McGovern Voice for the Voiceless Award
- 2000 Brown University English Department, Preston Gurney Writing Prize for best essay in literary criticism by a senior
- 1999 Brown University Peter G. and Paul G. Hanoian Memorial Award for students dedicated to improving the lives of working people

Academic Publications

“The Study of Racism and Policing in the United States.” Co-authored with Spencer Piston, Kaneesha R. Johnson, and Selma Hedlund. *Annual Review of Political Science*, Volume 28, June 2025, pp 499-519. <https://doi.org/10.1146/annurev-polisci-033123-124752>

“Criminal justice as racialized organizations: evidence from ethnographies of police, courts, and jails.” Co-authored with Heather Schoenfeld and Marielis Rosa. *Criminology*, Volume 63, Issue 1, February 2025, pp. 122-154. <https://doi.org/10.1111/1745-9125.12397>

Other Publications – Op-Eds & Journalism

“The government is failing health care workers. Unions aren’t.” *Strikewave*, February 3, 2021. <https://www.thestrikewave.com/original-content/healthcare-workers-and-covid-vaccine>

“Soul Searching Will Not Stop the Police Murders of Black People.” *Truthout*, June 22, 2020. <https://truthout.org/articles/soul-searching-will-not-stop-the-police-murders-of-black-people/>

“Poverty wages in nursing homes have accelerated the coronavirus outbreak.” *The Boston Globe*, April 25, 2020. <https://www.bostonglobe.com/2020/04/25/opinion/poverty-wages-nursing-homes-have-accelerated-coronavirus-outbreak/>

“They called us ‘flat-earthers.’ But we were right.” *The Boston Globe*, November 20, 2019. <https://www.bostonglobe.com/2019/11/20/opinion/they-called-us-flat-earthers-we-were-right/>

Other Publications – Criticism & Essays

“Monsters and Mass Politics.” *Protean Magazine*, August 4, 2022. <https://proteanmag.com/2022/08/04/monsters-and-mass-politics/>

“Pessimism of the Intellect, Optimism of the Whale.” *Jacobin Magazine*, February 6, 2022. <https://jacobin.com/2022/02/moby-dick-herman-melville-socialism-literature>

“The Working Dead: Reviving the Crowd as Protagonist.” *LA Review of Books Blog*, June 24, 2020. <https://blog.lareviewofbooks.org/essays/working-dead-reviving-crowd-protagonist/>

“Frederick Douglass and the Transformational Power of Courage in a Fearsome World.” *Black Issues in Philosophy Blog* of the American Philosophical Association, February 18, 2020. <https://blog.apaonline.org/2020/02/18/frederick-douglass-and-the-transformational-power-of-courage-in-a-fearsome-world/>

Academic Works in Progress

“Third-Class Citizens: the Racial Politics of Public Sector Unionism, 1930-1959.” *Will be presented at APSA Annual Meeting panel on labor, race, and inequality, September 2026.*

Academic Works in Progress (continued)

“A Way Out of No Way? Strikes by Black Sanitation Workers and the Rise of Municipal Unionism, 1930-1980.” *Presented at APSA Annual Meeting panel on Strikes & Public Policy, 9/12/25.*

“Spank the Babysitters, Back the Blue: Stratified Public Sector Labor Rights in an Era of Right-Wing Ascendancy.” *Presented at APSA Annual Meeting Pre-Conference Workshop on the Politics of Public Labor, 9/10/25.*

“Policing the Possible: A Qualitative Analysis of Mayors’ Views of Police Violence and the 2020 Black Lives Matter Protests.” *Co-authored paper in progress.*

Teaching Experience at Boston University

<i>Writing Fellow</i>	From Enlightenment to Modernity (Spring 2024) Ancient Worlds (Fall 2023)
<i>Teaching Fellow</i>	Introduction to Public Policy (Spring 2023) The Politics of Race and Ethnicity (Fall 2022) The Politics of <i>The Wire</i> (Spring 2022) Guest Lecture: “Unions, Race, & American Political Development” Introduction to American Politics (Fall 2021)

Additional Education and Training

Social Science

- Consortium on American Political Economy (CAPE) Summer Academy, 2024
- University of Michigan Inter-University Consortium for Political and Social Research (ICPSR) Summer Methods Institute, 2021
- UMass-Amherst Institute for Social Science Research (ISSR) Methods Workshop, 2021

Labor and Community Organizing

- 1199 New England / SEIU: ongoing training & professional development, 2004-2019
- Dēmos: Race-Class Narrative Training, 2018
- RI Institute for Labor Studies & Research: Leadership for a Future, 2003
- People’s Institute for Survival and Beyond: Undoing Racism, 2002
- Center for Third World Organizing: Community Action Training, 2001

Other

- School for International Training semesters in Mali (1998) and Nicaragua (1999)

Languages Spoken

Full fluency in Spanish.

Intermediate fluency in French.

Volunteer and Service Activity

Boston University

Foundation Relations, *Meet the Funded* Panelist, August 7, 2025

Center for Innovation in Social Science (CISS), *Grants Day* Panelist, November 7, 2024

Dept. of Political Science, American Politics Workshop Co-organizer (2023-2024)

Political Science Graduate Student Speakers Series, Co-organizer (2020-2024)

BU Graduate Workers Union, SEIU Local 509, Organizing Committee Member (2021-2023)

Boston Latin School: Friends of Soccer Board Member (2025), President (2026)

Providence Student Union Board of Directors, Member (2017-2019)

State of Rhode Island Permanent Legislative Commission on Child Care, Member (2001-2013)

Haymarket Peoples' Fund, RI Funding Panel Member (2001-2003)

Brown University Student-Labor Alliance, Member (1996-2000)