# ANDRIETTE JORDAN~FIELDS

## PROFESSIONAL SUMMARY

Dynamic and visionary leader with over 20 years of experience in program development, employee engagement, and equity-centered organizational strategy. A Womanist Ethicist and social justice advocate with expertise in critical race theory, leadership development, and cultural transformation. Proven track record of designing inclusive initiatives that foster belonging, challenge systemic inequities, and align individual growth with institutional mission. Experienced in both higher education and municipal government, including recent work as EDI Administrator for the City and County of Denver. Committed to cultivating spaces where people thrive, legacies are shaped, and equity becomes practice—not just principle.

## EDUCATION

**June 2017 University of Denver and Iliff School of Theology** Denver, CO
PhD Religion and Theological Studies: Religion and Social Change – Social Ethics Dissertation:
*Why Does The Caged Bird Sing? A Phenomenological Analysis of The African American Clergywoman and Her Plight in Black Churches: An Ethical Dilemma*

**June 2011 Iliff School of Theology** Denver, CO
Master of Arts in Social Change

**June 1989 Northeastern University** Boston, MA
Master of Public Administration
Concentration, Budgeting and Finance

**May 1984 Tuskegee University** Tuskegee, AL
Bachelor of Science in Political Science

**Summer 1983 University of Texas at Austin** Austin, TX
Lyndon B. Johnson, School of Public Affairs
Minority Summer Program in Public Policy

**November 2021 Cornell University** Ithaca, New York Diversity, Equity, and Inclusion
Certificate

**Comprehensive Exams**
Womanist and Feminist Thought/Ethics
Postcolonial Theory
Social Ethics

## PROFESSIONAL EXPERIENCE

***October 2024 – June 2025 Colgate Rochester Crozer Divinity School Rochester, New Jersey***
***Interim Vice President Academic Affairs & Dean***

Provided leadership for all educational programs in alignment with the school's mission. The Vice President of Academic Affairs and Dean (VPAAD) guided the faculty in shaping and articulating a shared vision and vocational identity for theological education at CRCDS. The VPAAD supervised faculty and academic staff in pursuit of this collective vision and collaborated with faculty to support their growth and development across all areas of responsibility.
Served as Chair of the Faculty Council and, as a voting member, worked closely with the Academic Affairs Committee of the Board of Trustees. Partnered with chairs of all faculty standing committees to coordinate and support their work throughout the academic year.
Core areas of responsibility included academic leadership (program and curriculum development), faculty relations and professional development, faculty supervision, academic administration, student formation and development, scholarship, and external representation of the institution.

***October 2023 – June 2025 Colgate Rochester Crozer Divinity School Rochester, NewJersey***
***Doctor of Ministry Cohort Lead***

Provide leadership and continuity for the Doctor of Ministry program offering experienced clergy and lay practitioners an opportunity to develop their leadership skills in concert with the historical values and traditions of CRCDS. Advising students, assisting with discerning project direction, while familiarizing students with CRCDS DMin process, and requirements to support making informed decisions about their areas of study and intended project outcomes. Instruct students on how to navigate the systems, academic processes, and institutional policies to realize their academic goals. Consultations included the registration periods, degree programs planning, life circumstances, through to the graduation process.

***October 2023 – September 2025 City & County of Denver Denver,* Colorado**
***Office of Human Resource (OHR) Equity, Diversity, & Inclusion Administrator III***

Provide crucial leadership responsible for building and guiding Equity, Diversity, and Inclusion programs, advising on equitable policies, and processes under the consideration by OHR. Work effectively with internal stakeholders and present to all levels of employees, conducting presentations building awareness and provide updates to

stakeholders on the progress of key initiatives. Serve as an effective implementer and advisor with the ability to facilitate difficult conversations with OHR staff, teams, executive management, and citywide.

***May 2023 – October 2023 City & County of Denver Denver, Colorado Executive Assistant III/EDI Consulting***

Responsible for *Information management*, *Communication* (facilitating sensitive information to internal constituents), *Policies and Procedures* (establish office procedures and methods for standardizing expenditure controls and Senior leadership support). Organized, monitor, and prepare complex internal documents, internal policies, handling sensitive and complicated personnel issues; while maintaining the executive director's calendar, arrange appointments, meetings, conferences, etc. Planned and implemented Senior Leader Retreat, which included professional development sessions followed up with a one-hour professional coaching session. Collaborated with OHR eight directors in developing/enhancing their goals and infusing Equity and Inclusion components into their goals, developed OHR Equity statement. Developing OHR REAP.

***September 2023 – Present Inspiring Evolutions, LLC Denver, Colorado Managing Partner***

Inspiring Evolutions, LLC a burgeoning business welcomes the challenge and opportunity to assist individuals and organizations as they evolve into their best selves. We provide services impacting value systems, ways of operating and interacting with others, which has an impact on their leadership, productivity, and service. We develop comprehensive solutions-based results for organizations in diverse ways. As consultants we meet clients where they are to assist them to see possibilities and seize the moment by transforming their visions into reality and heightening personnel performance at all levels. First client ACLU Colorado.

***January 2021 – June 2022 University of Denver Denver, Colorado Black Community Experience Coordinator in the Office of Diversity, Equity & Inclusion***

As the Black Community Experience Coordinator established a Black Community Advisory (BCAB) Board comprised of students, staff, faculty, alumni, and community members to help set both accountability measures and priorities for DU. Along with the BCAB, the Black Community Experience Coordinator will come up with specific recommendations to:

- Address the lack of inclusive physical and social spaces for Black faculty, staff, and students.
- Identify institutional and systematic remedies to address racial battle fatigue experienced by DU's Black community in the classrooms, offices, and communal spaces.
- Center Black Studies in DU curricular offerings and research and support for Black faculty.

***November 2019 – June 2020 University of Denver Denver, Colorado***
***Interim Director of The Cultural Center and Spiritual Life***

Charged with creating and developing opportunities for students, staff, faculty, and the DU community to connect with and through multiple intersectional identities and expressions; develop and administer inclusive student cultural, social, and spiritual/religious offerings, including support for spiritual/religious inquiries and practices and support for a variety of gender and sexuality expressions and identities; support and advocate for students from historically marginalized communities and from a variety of marginalized positionalities; and foster the public good as centrally informed by a commitment to racial, ethnic, cultural, gender, spiritual and other social equity outcomes on our campus and beyond. Lead the department through planning and implementation of programing during the Spring quarter of COVID-19 medical pandemic and a humanitarian pandemic, transitioning to virtual programing.

***June 2016 – October 2019 Iliff School of Theology Denver, Colorado Academic Advisor/ Adjunct Professor***

As an academic advisor the goal was to demystify the registration process; create a short-term and long-term educational plan; understand the needs and changing life situations of students enrolled at Iliff; and help students maintain a healthy relationship to their degree programs by discussing, discerning, and referring them to appropriate resources. Assist students in their decrement process in the selection of the appropriate internships given the familiarity with the student, their personality, leaning styles and vocational interest. students in planning for and making informed decisions about their areas of study and intended educational outcomes. Help students assess their interests, values, and academic skills. Instruct students on how to navigate the systems, academic processes, and institutional policies in order to realize their academic pursuits. Consultations included the registration periods, changes in degree programs, changes in life circumstances, and the graduation process.

***October 2007 – Present Triple Threat Ministries, LLC Chief Operating Officer***

Responsible for leading the strategic planning and implementation process for the vision mission and goals of the ministry startup. Manage policy procedures of daily operation of ministry. Assist with the development and implementation of the marketing plan and finances of the ministry. Prepare training curriculums and presentations.

***November 2006 – 2007 Harris – Stowe State University St. Louis, MO***
***Assistant Director of Admissions***

Responsible for recruitment of undergraduate students. Responsibilities include representing the university at community college and high school visits, college fair programs, and on-campus and

off-campus recruitment activities both in state and out-of-state. This position-maintained communication with prospective students, parents and counselors regarding admissions policies and student admission status. Duties also included general knowledge of financial aid, residence life, academic advising, and orientation.

***September 2004 – 2006 YWCA St. Louis Metropolitan Area St. Louis, MO***
***Staff Liaison for Phyllis Wheatley Apartments***

Responsible to be onsite oversight and liaison between Management Company and YWCA in the new Phyllis Wheatley Apartments. Managed thirty-six residents and the adjoining facility, which was rented for various organization meetings, etc. Managed Conference center rentals.

***January 2000 – September 2003 Girls Incorporated of St. Louis St. Louis, MO Program Director***

Developed and implemented new program curricula, encompassing culture, academics, athletics, and creative arts, for the after school and summer camp programs. Managed and trained permanent, part-time and seasonal staff serving 250 youth, during the academic year. During the summer programs, served 700 youth at two program sites. Increased staffing and programming to expand Outreach support of after-school programs at St. Louis Public Schools. Initiated and organized the annual golf tournament fundraiser, which netted over $20,000 in its first year. Initiated a basketball program, with 12 girls participating in several leagues also increased parental and community volunteer support, including involvement by the Alpha Kappa Alpha Sorority and The Links.

## INSTRUCTIONAL HISTORY

**January 2019 – Winter** ***Iliff School of Theology Adjunct*** **Identity, Power, and Difference**

This course focused primarily on cultivating students' ability to engage in social and theological analysis, particularly about social structures, ideologies, and embodied practices that lead to domination or oppression. It helps students think critically about their own social locations, their power and privilege, and what effect these have on their professional and vocational contexts (as pastors, ministers, educators, and religious and non-profit community leaders).

**September 2018 – Fall** ***Iliff School of Theology Adjunct*** **Identity, Power, and Difference**

This course focused primarily on cultivating students' ability to engage in social and theological analysis, particularly about social structures, ideologies, and embodied practices that lead to

domination or oppression. It helps students think critically about their own social locations, their power and privilege, and what effect these have on their professional and vocational contexts (as pastors, ministers, educators, and religious and non-profit community leaders).

**January 2018 – Winter** ***Iliff School of Theology Adjunct*** **Identity, Power, and Difference**

This course focused primarily on cultivating students' ability to engage in social and theological analysis, particularly about social structures, ideologies, and embodied practices that lead to domination or oppression. It helps students think critically about their own social locations, their power and privilege, and what effect these have on their professional and vocational contexts (as pastors, ministers, educators, and religious and non-profit community leaders).

**September 2017 – Fall** ***Iliff School of Theology***
***Co-Instructor w/*** **Dr. Tinyiko Maluleke, South Africa University - Theology and Violence in Africa**

This course was designed to introduce the students to Christianity in Africa. The course will particularly seek to introduce the students to some of the spiritual and theological strategies and tactics used by some African Christian leaders in order to deal or cope with violent context. The primary focus will be the strategies of lament and giving of an account for hope (Emmanuel Katongole) and a theology of forgiveness by (Desmond Tutu and Pumla Gobodo Madikizela)

**September 2017 – Fall** ***Iliff School of Theology Co-Instructor***
**Journey Beginnings**

This course is about integrating new students in the Journey program at Iliff's, distant learning program for students pursuing their Master of Divinity degree. It is designed to assist students in getting to know Iliff, the Iliff faculty, the curriculum, and the logistics about being a Journey student. We engage with critical questions, disciplinary perspectives, and skills needed for theological education. Addressing what it's like to be an online student, including the technology required for the program. We encourage self-reflection, while developing a sense of identity and place, within the Iliff community and with their cohort learning community.

**September 2017 – Fall** ***Iliff School of Theology Co-Instructor***
**Black Church Leadership**

This course prepares leaders planning to do ministry in the African American Church and/or serves as a skills enhancement tool for those already doing ministry in this venue. Leadership is explored both as a matter of individual gifts and skills and as a community practice shaped by shared or contested needs and expectations. Issues of administrative management, transformative leadership as influenced by the unique culture of the African American Church.

**January 2016 – Winter** ***Iliff School of Theology Co-Instructor w/Prof. Tink Tinker***
**Christianity in the Modern World**

This course looks at the emergence of Christianity in the modern world, from the colonialism of the late fifteenth century to Christianities in the Americas, Asia, and Africa. An examination of the Aboriginal-Euro-African culture of North America; the impact of Christian missions on indigenous cultures and religions; Christianity in Latin America, Asia, and Africa, and the nonChristian world; contemporary theologies in their various contexts.

**September 2015 – Fall** ***Iliff School of Theology***
***Adjunct*** **Identity, Power, and Difference**

This course focused primarily on cultivating students' ability to engage in social and theological analysis, particularly about social structures, ideologies, and embodied practices that lead to domination or oppression. It helps students think critically about their own social locations, their power and privilege, and what effect these have on their professional and vocational contexts (as pastors, ministers, educators, and religious and non-profit community leaders).

**March 2014 – Spring** ***Iliff School of Theology***
***Research Assistant*** **Liberation and Queer Theology Intersections with Social Justice**

Research for advisor providing information on Bowties, their historical relevance and meanings made when cultural and gender differences are introduced into the wearing of the bowtie.

**January 2014 – Winter** ***University of Denver***
***Teaching Assistant*** **Biomedical Ethics**

This course focused primarily on the philosophical problems generated by thinking about biomedical ethics. We discussed the value of life, the ethics of abortion, euthanasia, disability, and human enhancement. As a Graduate Teaching Assistant (GTA) this position provided valuable teaching and small group facilitation opportunities, affording me the occasions to work closely with various faculty members in undergraduate and master level courses. I proctored exams and video sessions, which were followed by class discussions. I also graded exams, managed blackboard for the courses at the request of the instructors.

**September 2013 – Fall** ***University of Denver Co-Instructor*** **Power, Privilege and Oppression**

This course examined the phenomenon of oppression of diverse populations and its effect on multicultural social work practice. The course increased awareness of multidimensional aspects of race/ethnicity, gender, sexual orientation, and socioeconomic status in social work practice with individuals, families, organizations, and communities. Lead class discussions and breakout sessions.

**March 2013 – Spring** ***University of Denver***
***Teaching Assistant*** **Exploring Religion in America**

This course explored American religious diversity and pluralism, American "religions," i.e. the "manyness"; while simultaneously tracing the evolution of a singular national faith or religious community, "religion," i.e. the "oneness." While enhancing familiarity and understanding of American religious history and culture, students were equipped with effective theoretical and analytical tools to constructively engage the conversation that defines the increasingly pluralistic reality of our times.

**January 2013 – Winter** ***Iliff School of Theology***
***Teaching Assistant*** **Leadership: Vision, Administration and Ethics**

This course prepared leaders for the church and agencies of service, justice, and pastoral care. Leadership is explored both as a matter of individual gifts and skills and as a community practice shaped by shared or contested needs and expectations. Issues of vision, administration and management, and ethical practice shape the course. Attention was given to religious and spiritual dimensions of leadership.

***June 2014*** ***University of Denver Founder***
***JOURNEY WOMEN WRITERS***
**An Affiliate of the Sistah Network at the University of Denver**

*Journey Women Writers* (JWW) is created as a safe writing community for members of the Sistah Network (African American PhD students at University of Denver). As members of JWW, we shared a commitment to personal and collective development as scholars, academic writers, and critical readers. The aim of JWW was promote professional development by encouraging productivity in academic writing, providing constructive criticism, and fostering opportunities for presenting our work in a safe and supportive environment. This community operates under the auspices of the Sistah Network at the University of Denver, and in the spirit of Black women

writers like Sister Maya Angelou, Sister Toni Morrison, Sister Alice Walker, and Sister Audre Lorde who dared to wield writing as weapon, as ritual, as self-affirmation, as healing. This collective was a writing support group that successfully provided a space for writing, where three African American faculty members provided mentorship and critique of our work.

**September 2012 – Fall** ***University of Denver Teaching Assistant*** **Religion and Morality in the American Public Square**

A close focus on moral issues in which religion is drawn into public debates in the contemporary US. I coordinated the class participation of Debate Fest on DU's campus, developing a participation form and checklist for the evening events. The observation of the debate provided firsthand at demonstrations, town meetings, and discussion groups, etc. Analysis of these observations is facilitated by readings on the subject and class discussion.

## AWARDS AND HONORS

Schlessman Scholarship 2009-2010
Snelling Scholarship 2010-2011
Urban Ministry Fellow 2010-2011
ELIZABETH ILIFF WARREN FELLOWSHIP 2011-2012
University of Denver Inclusive Excellent Award 2012-2013
ELIZABETH ILIFF WARREN FELLOWSHIP 2013-2014 University of Denver Inclusive Excellent Award 2013-2014
Joint PhD Outstanding Student of the Year 2014-2015
University of Denver Dissertation Fellowship 2015-2016

## PROFESSIONAL/ COMMUNITY ORGANIZATIONS MEMBERSHIPS

HERS Institute Fellow Class of 2019
Iliff School of Theology Search Committee (Religion and Social Justice Faculty)
Society for the Study of Black Religion – SSBR
Rocky Mountain Association of Diversity Officers In Higher Education
Social Action Committee – Co Chair – Iliff School of Theology
American Sociological Association – Sociology of Religion Section
Society of Race Ethics and Religion
Black Religious Scholars Groups

Society of Christian Ethics
American Academy of Religion
National Alliance of Pan – African Seminarians — Former (Vice-President) Iliff
Alpha Kappa Alpha Sorority Inc. Gamma Omega Chapter — Former (President)
Archway LINKS – Recording Secretary
St. Louis Public School Role Model Experience
Founding Board Member, City Academy at Mathews-Dickey

## TRAINING PRESENTATIONS

| | |
|---|---|
| 11/23/2015 | AAR Womanist Approaches to Religion and Society Group ~ Contestable or Acceptable Representation of Black Women on Television… Title – Vixen, Gladiator or The Help |
| 04/2014 | Guest Lecturer – Womanism/University of Denver School of Social Work- Denver, CO |
| 08/2013 | Pedagogy of Privilege Conference - University of Denver /Moving Beyond the Colonial Space of the 'Other' – Denver, CO |
| 04/2010 | Women's Ministry Workshop – Alliance United Methodist Church – Alliance, Nebraska |
| 02/2010 | Christian Education Workshop – Mt. Carmel Baptist Church – Washington, GA |
| 11/2009 | Spiritual Formation Strategic Planning Session – Iliff School of Theology – Denver, CO |
| 10/2009 | Co - designed Teambuilding Workshop for Zeta Phi Beta Sorority – Boston, MA |
| 02/2009 | Christian Education Training - Mt. Carmel Baptist Church – Washington, GA |
| 02/2009 | Youth Dream Building Workshop – Augusta Partnership for Children – Augusta, GA |
| 12/2008 | Youth Dream Building Workshop – Augusta Partnership for Children – Augusta, GA |
| 11/2008 | Youth Dream Building Workshop – Augusta Partnership for Children – Augusta, GA |
| 11/2008 | Christian Education Workshop – Ever Faithful Baptist Church – Augusta, GA |
| 04/2008 | Youth Leadership Richmond County - Chamber of Commerce – Augusta, GA |
| 04/2008 | SHARP Sisters – Youth Leadership Institute – Clemson University – Clemson, SC |
| 03/2008 | Youth Training & Development - Gospel Water Branch Baptist Church – Martinez, GA |
| 03/2008 | Youth Leadership Richmond County - Chamber of Commerce – Augusta, GA |
| 03/2008 | Women's Conference - Tabernacle Baptist Church – Augusta, GA |
| 02/2008 | Black History Month - Butler High School – Augusta, GA |
| 02/2008 | Christian Education Conference - Good Shepherd Baptist Church – Augusta, GA |
| 01/2008 | Richmond County Youth Leadership – Chamber of Commerce - Augusta, GA |

## PUBLICATIONS Book Chapter

Jordan-Fields, Andriette (Chapter author). *An Ode to My Daughter: Navigating PWIs in the 21st Century: The Experiences of Black Women Diversity Practitioners in Historically White Institutions* |IGI Global – 2022.

Jordan-Fields, Andriette (Chapter author). *God and Popular Culture: A Behind-the-Scenes Look at the Entertainment Industry's Most Influential Figure*, ABC-CLIO - Fall 2014.

**Book Review**
Jordan-Fields, Andriette. *Unfinished Business: Black Women, the Black Church, and the Struggle to Thrive in America, Keri Day in the* Society of Christian Ethics Journal.

**Book Review** Jordan-Fields, Andriette. *The Sin of White Supremacy: Christianity, Racism, and Religious Diversity in America. Jeannine Hill Fletcher* in the Society of Christian Ethics Journal.