

Dr. Zoe Spencer, a beloved Professor at Virginia State University, is also an *Emmy Award* winning Writer, a highly sought after Speaker, Advisor/Strategist, Master Facilitator, and the CEO of Diverse Relations Group LLC (DRG). Having earned a Ph.D. in Sociology with concentrations in Race, Class, and Gender Inequality and Urban Sociology, an M.S.W., and a B.A. from Howard University, as well as a Master of Legal Studies (M.L.S.) Degree, with a concentration in Constitutional Law, from the distinguished Washington University St. Louis School of Law, contributes to the dearth of knowledge and expertise she brings to the table. In each of her professional roles, she serves by committing her life's work to addressing all forms of oppression and disparity, no matter the construct or manner in which they present.

In 2021, in recognition of her commitment, VSU President, Makola M. Abdullah, received and funded her proposal to establish The VSU Center for Policing Leadership and Social Justice (*The Center*). Through developing and facilitating immersive workshops that challenge and reshape historic perceptions that antagonize conflict between law enforcement and the BIPOC community, Dr. Spencer has built collaborative relationships between regional Police Chiefs, FBI leaders, the US Attorney's Office Eastern District, the Public Defender's Office, and award winning Community Leaders and Activists, against the odds. Her commitment to anti-oppression work is not limited to the classroom or the boardroom. She fearlessly serves as a frequent lecturer and keynote speaker in Level II, III, and IV Correctional facilities, regional jails, and juvenile facilities. She has also organized direct actions in protest of violations of human and civil rights, one of which is featured in *Ava Duvernay's Award Winning and critically acclaimed Documentary 13th*. She was recently invited to serve as an Equity Advisor for White Men for Racial Justice (WMRJ), an organization of White male B-Corp business owners, artists, educators, and other CEOs, committed to anti-racism and racial justice work-co-founded by Kevin Eppler and Jay Coen, the co-founder of *B-Corp* and the renowned basketball brand *And 1*.

Her research, critical and creative work centers on providing socio-political analyses of race relations, "neo lynching," and state sponsored violence in America. These works include, her Emmy Award winning spoken word piece *Say Her Name*; and her most recent scholarly publications: *I Am Not Your Felon: Decoding the Trauma, Resilience, and Recovering Mothering of Formerly Incarcerated Black Women*; *Sassy Mouths, Unfettered Spirits, and the Neo-Lynching of Korryn Gaines and Sandra Bland: Conceptualizing Post Traumatic Slave Master Syndrome and the Familiar "Policing" of Black Women's Resistance in Twenty-First-Century America*, and *Why Welcome Back Jim Crow: Jim Crow, Neo Lynching, and the Criminalization of the Right to Resist in 21st Century America*, all published in top tier industry journals in disciplines that range from Criminology to Feminism. The wide range of her work, has afforded her the blessing of becoming a highly sought after presenter and lecturer with hundreds of professional presentations and many honors to her credit.

Above all, she is a comrade committed to the Queens and *Sistars* from all races, identities, and spaces, who *stand steady* on the front lines of the raging battles against all forms of oppression, exploitation, injustice, and brutality-every day.