



EDUCATION

May 2010- Dec. 2010

Saint Cloud State University

Saint Cloud, MN

MnSCU Credentialing in Adult Education and Literacy

2007-2009

Hamline University

Saint Paul, MN

Family Mediation and Conflict Resolution Certification

1997-2001

Saint Cloud State University

Saint Cloud, MN

Master of Science in Social Responsibility

Thesis: United States Counterinsurgency and The Honeywell Corporation vs. The Honeywell Project and Its Change Agents

Advisor: Dr. Tamrat Tademe

1990-1996

Saint Cloud State University

Saint Cloud, MN

Bachelor of Arts Major in American Studies

Bachelor of Arts Minor in Human Relations

Bachelor of Arts Minor in Minority Studies

EMPLOYMENT

20012-Present

North Hennepin Community College

Brooklyn Park, MN

Chief Diversity and Affirmative Action Officer

Responsible for leading the college's diversity and equity efforts. Administer the college's affirmative action plan and work to meet goals. Serve on the President's leadership team and executive team. Manage numerous budgets. Lead the Diversity Committee, American Indian Advisory Committee, Black Men's Leadership Movement, Asian Heritage Initiative, Women On Wednesday, Latino Success Initiative, and the college's addiction recovery group. Created and lead college workshops on race, class, gender, disability, and an ally training. Also created workshops on affirmative action and diversity advocate training.

2012-Present

North Hennepin Community College

Brooklyn Park, MN

Adjunct Faculty

Teach Community Organizing and Race In America courses for the department of Global and Community Studies.

2014-Present

Saint Mary's University of Minnesota

Minneapolis, MN

Adjunct Faculty

Teach Human Relations and American Indian Education in the Masters of Education program.

1998-2012

North Hennepin Community College

Brooklyn Park, MN

Academic Advisor, TRIO

Identify and select program participants.

Develop educational plans for students.

Work with students to develop career and academic goals. Conduct various workshops related to retention. Assist students in the transfer process to other college campuses.

Serve on campus committees such as Budget Taskforce, Diversity Committee, and Student Life.

2005-2009

Saint Cloud State University

Saint Cloud, MN

Adjunct Faculty

Teach Race in America and Democratic Citizenship classes for the Department of Community Studies.

1994-1998

Saint Cloud Children's Home

Saint Cloud, MN

Child Care Counselor

Counseled children with conduct disorders between the ages of 12 & 18 years old.

Served on organizational committees.

Established and facilitated the Kids of Color Group to promote multi-cultural awareness.

ORGANIZATIONS

2012-Present

African Immigrant Services

Member/Volunteer

AIS and the NHCC Diversity and Equity Office have co-sponsored community wide events to encourage underserved people to become more involved in government affairs. Also, created a forum for parents of children of color to discuss their children's experience in public schools. Organized a higher education job fair to encourage people of color to apply for jobs.

Michael J. Birchard, M.S.





2005-2007

**City of Brooklyn Park
Human Relations Committee**
Volunteer

The Human Relations Commission seeks to ensure equal opportunity in employment, housing, public accommodations, public services, education, and full participation in the affairs of the City for all citizens. It assists the Minnesota Department of Human Rights in implementing state laws against discrimination and will advise the City Council on long-range programs to ensure that human service needs are met.

April 2005-August 2005
**Hennepin County Multicultural Joint
Community Action & Law Enforcement
Project**
Member

The Project is designed to provide information, assistance, and coordination to law enforcement to address the diverse needs of the communities numerous cultures and to ensure the safety and well-being of all residents.

2002-2004
Somali American Partnership Community
Board Member

The Partnership Community supports new Somali immigrants with finding housing & employment. The organization also address' immigrant issues in the Twin Cities area and encourages community involvement.

2007-2010
Students for Peace
Advisor

Students for Peace is a student campus organization dedicated to creating a non-violent society.

1991-2010
Black Student Coalition Against Racism
Advisor

SCAR is an organization committed to combating racism and promoting multicultural issues on the campus of North Hennepin Community College and within the Northwest suburban communities.

1999-2004
Asian Student Association
Advisor

ASA is an organization promoting multicultural unity on the campus of North Hennepin Community College and within the Northwest suburban communities.

1999-2001
Gay/Straight Alliance
Advisor

GSA is dedicated to improving the climate for gay, lesbian, bisexual, and transgender people at North Hennepin Community College and the surrounding community.

PROFESSIONAL INVOLVEMENT

2009-Present
American Indian Education Committee
North Hennepin Community College
Chair

The American Indian Education Committee works to create community partnerships and programing with the local school district to recruit American Indian student's into institutions of higher education.

2010-Present
Energy Sustainability Committee
North Hennepin Community College
Member

I am the co-chair of the Earth Week Subcommittee. The Energy Sustainability Council is leading NHCC's efforts to become a more green college campus through raising greater awareness of environmental issues and incorporating sustainability into all aspects of our campus which includes the curriculum and the facilities.

2001-Present
Diversity Council
North Hennepin Community College
Chair

The Diversity Council is responsible for promoting multicultural events and activities on the campus of NHCC.

2012-Present
Trust and Respect Committee
North Hennepin Community College
Member

This committee works to bring trust, respect and transparency to college affairs.

2012-Present
Behavior Crisis Response Team
North Hennepin Community College
Member

This committee gives advice on how to handle difficult student situations.



1998-Present

Mid-America Association of Educational Opportunity Program Personnel

Member

MAEOPP is a regional association of professionals who represent IL, IN, IA, MI, MN, OH, and WI and have an active interest in broadening accessibility to post-secondary education for first generation, low-income, and disabled students.

1998-Present

Minnesota TRIO

Board Member

Mn TRIO is an association of Minnesota professionals interested in broadening accessibility to post-secondary education for first generation, low-income, and disabled students.

2010-2013

International Reading Association

Member

IRA supports literacy professionals through advocacy, volunteerism, and professional development activities. The organization promotes literacy for all.

2010-Present

Global Education Committee

North Hennepin Community College

Member

The Global Education Committee's goal is to promote multicultural studies and study abroad opportunities for faculty, staff and students at NHCC.

PRESENTATIONS

September 2014

Bloomington Kennedy High School

Bloomington, MN

Equity Forum

Provided a training for faculty and staff on strategies and methods to close the achievement gap and to build cultural capital.

August 2014

Anoka-Hennepin School District

Brooklyn Park, MN

Heartfelt Teaching and Underserved Students

This workshop provided administrators and staff members of the Anoka-Hennepin School district an opportunity to examine emerging strategies to build strong relationships with students and families from underserved backgrounds.

May 2014

Northwest Suburban Integration School District

Brooklyn Park, MN

Equality vs. Equity: Redefining Civil Disobedience for the Next Generation of Students

This workshop examined the distinct differences between equality and equity in our society. It also looked at strategies for increasing underserved students' success utilizing a community based focus.

May 2014

Frontline Conference

Duluth, MN

Heartfelt Leadership

This workshop discussed strategies we can use to bring more heartfelt leadership to our professions.

February 2014

MnSCU Student Affairs and Diversity Conference

Brooklyn Park, MN

Planting Seeds to Build Community

The session discussed North Hennepin Community College's diversity and equity office's strategies for increasing underserved students' success utilizing a community-based focus.

May 2013

Frontline Conference

Brainerd, MN

The Bully Within

This workshop examined the effects of bullying and ways to end the bullying cycle. It also looked at bully behaviors in each of us.

February 2012

Association of Writers & Writing Professionals

Chicago, IL

Indigenous Voices: Connecting Communities through American Indian Education

This presentation discussed how integrating an American Indian education initiative into our college culture and curriculum has connected us with native communities, created successful partnerships, and empowered and engaged our diverse student population.





October 2011

North Hennepin Community College
Brooklyn Park, MN
Being Indian

This presentation looked at American Indian teen suicide rates and methods to reduce it. I discussed the importance of having hopes and dreams and then deciding to make these dreams a reality by doing meaningful things in life.

September 2011

Student Success Day
North Hennepin Community College
Brooklyn Park, MN
Race and Culture

This presentation introduced the meaning of race and culture in the United States. It provided participant's the opportunity to discuss their own ideas about race and culture.

September 2011

Student Success Day
North Hennepin Community College
Brooklyn Park, MN
Another Definition

This presentation was intended to help participants to begin to see the interconnections between the different forms of oppression.

July 2011

Upward Bound/TRIO
North Hennepin Community College
Brooklyn Park, MN
Academics, Study Skills, and Career Goals

This presentation was intended to motivate high school seniors to avoid personal distractions on their way to their career and life goals.

February 2011

North Hennepin Community College
Brooklyn Park, MN
Diversity Council Brown Bag: Social Justice & Sustainability

This presentation introduced participants to many of the peace and justice movements within the United States. It also showed the interconnections of different forms of oppression.

February 2011

Masjid An-Nur Mosque
Minneapolis, MN
Introduction to College: Academics, Scholarships and Financial Aid

This presentation introduced aspiring college students to the ends and outs of higher education.

March 2011

North Hennepin Community College
Brooklyn Park, MN
Struggling Readers and the Connection to Racism and Classism in Our Modern Society
This presentation discussed the origins of struggling readers in communities of color and low-income communities.

April 2011

Mn TRIO Annual Professional Conference
Chaska, MN
Moderator of TRIO Media and Publications Workgroup
This discussion focused on the importance of appropriate language to be used in TRIO publications.

April 2011

North Hennepin Community College
Brooklyn Park, MN
Will Steger Foundation and Earth Week Keynote Panel
This keynote panel discussion focused on the importance of creating an energy sustainable college campus.

Semi-Annual Various Venues

Scholarship Workshop
This session presents methods on locating scholarships and preparing the scholarship essay. This workshop has been presented at National TRIO Day, Student Leadership Conferences, North Hennepin Community College, Century College, and Normandale Community College.

Semi-Annual Various Venues

Career Workshop
This session presents methods on choosing careers. It also looks at different career outlooks and wages. This workshop has been presented at National TRIO Day, Student Leadership Conferences, North Hennepin Community College, Century College, and Normandale Community College.

September 2010

North Hennepin Community College
Brooklyn Park, MN
Indians of All Tribes & Alcatraz Island
This lecture focused on the American Indian occupation of Alcatraz Island and the development of the American Indian Movement.



April 2008

Minnesota TRIO State Conference

Roseville, MN

Engagement: A Case Study (and a Road Trip)

This presentation discussed the expedition of two staff members and seven underrepresented high school and college students on a civil rights tour of the southern United States and their community service for victims of Hurricane Katrina.

February 2008

MnSCU Student Affairs Conference:

Focus on Access and Opportunity

Brooklyn Center, MN

Engagement: A Case Study (and a Road Trip)

This presentation discussed the expedition of two staff members and seven underrepresented high school and college students on a civil rights tour of the southern United States and their community service for victims of Hurricane Katrina.

February 2007

MnSCU Student Affairs Conference:

Focus on Underserved Students

Brooklyn Center, MN

TRIO Jeopardy

This interactive workshop allows participants to learn the history and current issues of TRIO programs.

August 2006

North Hennepin Community College

Brooklyn Park, MN

Mixin' It Up: The Psychology of

Stereotyping

An experiential workshop that explored stereotyping behaviors.

February 2006

Pan-Afrikan Student Union

Augsburg College

Minneapolis, MN

Race and Class:

A Political Discussion of Hurricane Katrina

This presentation examined the issues of race and class in the aftermath of Hurricane Katrina.

February 2006

National TRIO Day

Anoka-Ramsey Community College

Anoka, MN

Close the School of the Americas

This presentation examined the purpose and role of the School of the Americas. The presentation also explored the valid reasons to protest and to lobby the closing of the school.

October 2005

Buffalo Rotary Club

Buffalo, MN

North Hennepin Community College

Brooklyn Park, MN

A Discussion on the Impact of Hurricane Katrina

This presentation explored the issues of race and class in the aftermath of Hurricane Katrina. I also shared my personal experiences while helping with relief efforts in Louisiana and Mississippi.

February 2005

MnSCU Underrepresented Student Conference

Arden Hills, MN

Using Everyday Technology to Retain Underrepresented Students

This session was designed to present ideas to retain underrepresented college students through technology.

May 2004

Oak Park Heights Prison

Stillwater, MN

Guest Educator

Lectured and facilitated a discussion with inmates on the history of social change movements in communities of color.

January 2003

Ian Punnett Show FM 107.1

Minneapolis, MN

Guest Analyst on Radio Show

Discussed racism in higher education and the impact local communities have on the college climate. Explored solutions to end oppression in higher education.

March 2001

TRIO Tri-State Conference

Lacrosse, WI

Stayin' Alive

Presented on leadership and community involvement in TRIO programs.

November 2000

Women On Wednesday

Saint Cloud State University

St. Cloud, MN

Dating Outside the Box

Participant on a panel that discussed interracial dating and marriage.

Michael J. Birchard, M.S.





November 1999
**Mid-America Association of Educational
Opportunity Program Personnel Annual
Conference**

Lake Geneva, WI
Where Do You Stand?
The purpose of this interactive presentation was to examine the cultural differences among people.

April 1999
**Minnesota Association of Educational
Opportunity Program Personnel Annual
Conference**

Brainerd, MN
This Ain't No Ordinary Jive Session
The purpose of this presentation was to examine cultural values and to understand cultural differences.

January 1998
**Non-Violent Alternatives (NOVA)
Week of Non-Violent Alternatives Annual
Conference**

Saint Cloud State University
St. Cloud, MN
Social Change and Non-Violence
Participated on the keynote panel discussing social change and alternatives to violence in direct action and protest.

PUBLICATIONS

September 2008
MyPeaceCity Magazine

St. Paul, MN
A War Erupts (p. 4)
This introduction to the magazine was written to bring awareness to the importance of non-violence in our society.

April 2008
MyPeaceCity Magazine

St. Paul, MN
The Honeywell Project (online)
This five part article discussed the history of the Honeywell Project and the impact it had on the Twin Cities and Honeywell.

October 2006
Scene Magazine

Minneapolis, MN
Aviance (p.8)
Interviewed and wrote article about gay activist and music recording artist Kevin Aviance.

February 2002
Windmill Works
Fridley, MN
Instructional Content Designer
Black American History
Educational software program exploring United States Black history.

