

Dionna L. Latimer-Hearn

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Professional Development ~

Ph.D. Instructional Leadership for Changing Populations (Passed w/Distinction) Administrative Certificate Program <i>Notre Dame of Maryland University</i>	May 2019 Dec 2015 <i>Baltimore, MD</i>
M.A. Speech-Language Pathology <i>The George Washington University</i>	May 2002 <i>Washington, DC</i>
B.S. Communication Sciences and Disorders/Minor in French Studies <i>Northwestern University</i>	June 1999 <i>Evanston, IL</i>

Professional Experience ~

REACT Initiative, Inc. **Baltimore, MD and Dallas, TX**
Continuing Education Director & Founder *June 2008-Present*

- Provide educational consulting services to advocate for equity in education across various settings.
- Procure funding to support educational programs and initiatives.
- Plan and organize youth activities to enhance educational opportunities.
- Develop and deliver professional training sessions for educators.
- Oversee the operations of continuing education programs.
- Conduct meetings with various constituents to promote REACT's mission and establish partnerships for future collaboration.

Consulting & Continuing Professional Education Provider *Feb 2016-Present*

- Offer consultative services to organizations in the United States and internationally.
- Design and deliver professional development trainings for educators and speech-language pathologists.
- Implement strategies to improve educational performance for historically marginalized populations.
- Provide general education and special education assessment and support for culturally and linguistically diverse learners.
- Serve as an approved Continuing Professional Education (CPE) Provider in the state of Texas.

East Carolina University **Greenville, NC**
Instructor: Multicultural Communication Disorders *Aug 2021-Dec 2021*

- Demonstrated knowledge of various multicultural theories and practices in the field of communication disorders.
- Incorporated principles of adult learning and state and federal guidelines and regulations into the course curriculum.
- Designed and delivered lectures, discussions, and interactive activities to enhance students' understanding of multicultural issues in communication sciences and disorders.
- Applied analytical and evaluative methods to assess students' learning outcomes and provide feedback for improvement.
- Fostered a supportive and inclusive environment that encouraged students to explore diverse perspectives and cultures.
- Utilized effective oral and written communication skills to convey technical information and engage students in classroom discussions.
- Developed and evaluated assessment and assignments that required students to analyze and apply multicultural concepts to real-life scenarios.
- Provided individualized guidance and support to students from diverse cultural backgrounds to ensure their success in the course.
- Collaborated with colleagues and professionals in the field to stay updated on the latest research and best practices in multicultural communication disorders and curriculum and instruction.

Western Michigan University

Instructor: Typical Language Development

Kalamazoo, MI

Sept 2020-Dec 2020

- Demonstrated comprehensive knowledge of language development theories, principles, and practices.
- Delivered course content in keeping with state and federal guidelines and standards.
- Developed engaging lesson plans, activities, and assessments to promote students' understanding of typical language development milestones.
- Analyzed and evaluated methods to assess students' progress and provided constructive feedback to facilitate learning.
- Facilitated classroom discussion and encouraged student participation.
- Created a supportive and inclusive learning environment that respected and celebrated cultural-linguistic diversity.
- Applied problem-solving skills to address challenges and adapt teaching strategies to meet diverse student needs.
- Offered individualized guidance to students, addressing their unique learning needs and promoting their academic growth.
- Maintained accurate records of student attendance, assignments, and grades in compliance with institutional policies and procedures.

Contractual Work in Public School Setting

Various Sites

Fort Worth ISD ▪ Fort Worth, TX ▪ Dec 2018-May 2019

Crowley ISD ▪ Crowley, TX ▪ Oct 2018-May 2019

Prince Georges County Public Schools ▪ Riverdale, MD ▪ Mar 2017-June 2017

Dallas ISD ▪ Dallas, TX ▪ Aug 2017-Mar 2018

Prince George's County Public Schools ▪ Lanham, MD ▪ Aug 2013-Feb 2014

Baltimore City Public School System ▪ Baltimore, MD ▪ Sep 2007-June 2012

Proviso Area for Exceptional Children ▪ Maywood and Melrose Park, IL ▪ Aug 2002-June 2004

- Applied knowledge of educational theories and principles to assess and address specific speech and language delays/disorders in collaboration with classroom teachers.
- Collaborated with the special education team to identify and eliminate barriers to service delivery, ensuring compliance with state and federal guidelines.
- Assisted the special education team in identifying barriers to service delivery while maintaining compliance with federal guidelines.
- Provided technical assistance to team members by conducting meetings to review evaluations and establish educational plans.
- Identified and addressed barriers to educational access for students in general and special education programs.

Care Resources/Epic Developmental Services (Formerly ResCare)

Towson, MD

Speech-Language Pathologist Supervisor

Feb 2014-Mar 2017

- Coordinated and managed the delivery of high-quality speech-language pathology services in various educational settings.
- Maintained frequent communication with direct reports including contract/school designees and supervisors to ensure compliance with program standards.
- Acted as a point of contact for contractual staff and site supervisors and provided ongoing support based on team member needs.
- Reviewed staff documentation for appropriateness, accuracy, and timeliness, ensuring compliance with organizational standards.
- Conducted evaluations, collaborative planning, consultations and treatment of students/clients.
- Conducted problem-solving sessions with team members to identify potential solutions to challenges impacting effective service delivery and educational access for students.

- Collaborated with the administrative team to support the organization mission and address complex issues related to service delivery.
- Supported hiring and onboarding process; developed new-hire packets to facilitate the onboarding process.

Educational & Developmental Intervention Services, DOD/U.S. Naval Hosp. Yokosuka, Japan
Speech-Language Pathologist (GS-12) Mar 2005-June 2007

- Screened, evaluated, and treated children from diverse cultural-linguistic backgrounds.
- Developed educational plans to address specific developmental concerns expressed by family and/or identified by assessment team.
- Provided services in compliance with federal guidelines and program requirements.
- Made referrals for additional evaluations and services when client needs extended beyond my scope.
- Assisted in transition of clients out of the early intervention program into the school system.
- Promoted awareness of the programs and services offered by our organization among military and government employee population on base.
- Developed informational pamphlets to support parent and professional education around developmental milestones for bilingual/multilingual children.
- Communicated effectively with families, presenting results and developing appropriate educational plans.
- Provided training to affiliated organizational staff and stakeholders including government officials, organizational leads, and members of the military.

Early Intervention Coordinator (GS-12) June 2006-June 2007

- Managed a team of educational and related services specialists in the delivery of early intervention services.
- Conducted weekly meetings to monitor practices and service delivery and application of educational theories and principles.
- Acted as a resource for staff members, providing guidance on practices and federal guidelines governing those services.
- Facilitated the onboarding of new government and/or military staff members.
- Assisted in the development of a Memorandum of Understanding between the daycare center and EDIS in order to streamline the referral and assessment process for children exhibiting developmental concerns.
- Developed standard forms to enhance operational efficiency and streamline service delivery/coordination.
- Ensured approval of forms for regional use in all EDIS sites in Japan. Implemented alternative approaches to improve coordination of service delivery.

Awards and Honors ~

Inaugural Recipient of NBASLH Clinician of the Year Award	<i>Mar 2022</i>
National Black Association of Speech-Language and Hearing Association	
Inaugural Recipient of the WERA World Congress Most Innovative Poster Award	<i>Aug 2018</i>
World Education Research Association World Congress – Cape Town, South Africa	
CREATE Doctoral Scholarship	<i>Oct 2018</i>
Consortium for Research on Educational Assessment + Teaching Effectiveness Convention – Williamsburg, VA	
AERA Minority Dissertation Fellowship Recipient	<i>May 2017</i>
American Educational Research Association Award (\$20k) – Convention New York, NY	

Presentations ~

Podcast Appearances (Selected List)

- The Culture We Speak Podcast, June 2023-Present (founder/host)*
- Cricket – Advocacy and Community Building Through Language Learning ▪ Sep 2022*
- What’s Good English? with EK Powell ▪ Mar 2022*
- You’re Wrong About... The “Ebonics” Controversy Podcast ▪ Apr 2019*
- ASHA Voices Podcast ▪ Feb 2020*

Professional Presentations (Selected List; asterisked events are invited presentations)

9th Annual Conference of The Reading League—Chicago, IL ▪ Oct 2025*
Plain Talk About Literacy and Learning—New Orleans, LA ▪ Feb 2025*
American Speech-Language-Hearing Association (ASHA) Convention—Seattle, WA ▪ Dec 2024*
Dyslexia Alliance for Black Children Fall—Virtual Conference ▪ Oct 2024*
8th Annual Conference of The Reading League—Charlotte, NC ▪ Oct 2024* (panel discussion)
Black Literacy Matters Conference—Omaha, NE ▪ Apr 2024
GA Organization of School-Based Speech Pathologists Best Practices Conference—Atlanta, GA ▪ Mar 2024*
Wayland Public Schools—Wayland, MA ▪ Mar 2024
Champaign Unit 4 District – Oct 2023
Northwestern University Title IX at 50 Event – Evanston, IL ▪ Oct 2022*
National Black Association for Speech-Language and Hearing – Houston, TX ▪ Mar 2022*
Roman Catholic Education Authority (RCEA) Rodrigues, Mauritius—Nov 2021
American Speech-Language-Hearing Association Convention – Washington, DC ▪ Nov 2021
Oregon Speech-Language and Hearing Association – Virtual Conference ▪ Oct 2021*
Portland University Equity Discussion Group – Webinar ▪ October 2021*
Loyola University of Maryland NBASLH Inaugural Event – Webinar ▪ Apr 2021*
Loyola University of Maryland Course Promoting Race and Class Equity in CSD Curricula ▪ Apr 2021
Early Abilities—Toronto, ON ▪ Mar 2021

Creator and Administrator of Online Learning Communities

Respect The Dialect (Aug 2019-present) – promotes understanding of African American English
Business Turning Point (Oct 2020-present) – provides resources for edupreneurs
The Culture We Speak (Sep 2021-present) – promotes awareness of cultural-linguistic diversity in education

ASHA Convention Topic Co-Chair – Speech and Hearing Science

Co-lead a team in reviewing submitted presentations related to Speech and Hearing Science and invited speakers to determine the course offerings for the national convention attended by 15,000 participants.

Language and Cultural Experience ~

Foreign Languages: French and Spanish (*Advanced Proficiency*); Japanese (*Elementary Proficiency*)

Amerispan Spanish Language Immersion Program Participant

San Juan, Puerto Rico—Aug 2011 ▪ Cancun, Mexico—July 2003 ▪ Heredia, Costa Rica— June 2002

People to People Delegation to Vietnam and Cambodia

Sep 2009

Attended presentations and participated in round table discussions with rehabilitative professionals in Ho Chi Minh City, Vietnam and Phnom Penh and Siem Reap, Cambodia. Visited rehabilitative clinics and hospitals and cultural sites.

Professional Membership and Certifications ~

American Speech-Language-Hearing Association (ASHA) Certificate of Clinical Competence Aug 2003-Present
TX Department of Licensing and Regulation- Speech-Language Pathology License Sep 2017-Present

Publications ~

Centering Language and Identity to Advance a Culturally Relevant Science of Reading,
Urban Education, Feb 2026
The Removal of DEI is Problematic for Our Future, ASHA Leader ▪ Sep/Oct 2025
Is Language Subordination Lurking in Your Classroom Meg Languages, 2023
Don't Get it Twisted-Hear My Voice, ASHA Leader ▪ Jan/Feb 2020
Training and Perspectives of Speech-Language Pathologists Serving African American English-Speaking Students, ProQuest ▪ May 2019