Dionna Louise Latimer-Hearn

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Professional Development ~

Ph.D. Instructional Leadership for Changing Populations (Passed w/Distinction) **May 2019**
Administrative Certificate Program **Dec 2015**
Notre Dame of Maryland University *Baltimore, MD*

M.A. Speech-Language Pathology **May 2002**
The George Washington University *Washington, DC*

B.S. Communication Sciences and Disorders/Minor in French Studies **June 1999**
Northwestern University *Evanston, IL*

Professional Experience ~

REACT Initiative, Inc. **Grand Prairie, TX**
Continuing Education Director & Founder | 501(c)3 as of 2014 *June 2020-Present*

- Provide educational consulting across diverse settings to advance equity-centered instructional practice.
- Secure funding to support educational programming and equity initiatives.
- Design and facilitate training for educators, speech-language pathologists, and other professionals.
- Oversee continuing education program operations and implementation.
- Build and sustain strategic partnerships through supporter engagement and collaborative planning.
- Contribute to instructional design and capacity building efforts supporting multilingual learners in diverse educational systems.
- Extend REACT's linguistic equity framework through international educational consulting in Burkina Faso and Mauritius.

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

- Applied multicultural theories of culturally sustaining instructional practices
- Designed and delivered coursework incorporating adult learning principles and state/federal guidelines.
- Developed lectures, discussions, and applied learning activities to deepen understanding of multicultural issues in communication sciences and disorders.
- Assessed student learning outcomes using analytical and evaluative methods, providing targeted feedback for improvement.
- Created assignments requiring application of multicultural concepts to real-world clinical scenarios.
- Fostered an inclusive environment supporting students from diverse cultural and linguistic backgrounds.
- Provided individualized academic support to enhance student success and engagement.
- Collaborated with colleagues to align instruction with current research and best practices.

Western Michigan University **Kalamazoo, MI**
Instructor: Typical Language Development *Sept 2020-Dec 2020*

- Delivered undergraduate instruction in typical language development aligned with state/federal standards.
- Designed lesson plans, learning activities, and assessments to support understanding of language development milestones.
- Facilitated interactive discussions and applied instructional strategies to engage diverse learners.
- Assessed student learning and provided constructive feedback to support academic growth. Analyzed and evaluated methods to assess students' progress and provided constructive feedback to facilitate learning.
- Fostered an inclusive culturally sustaining classroom environment that respected cultural, learning, and linguistic diversity.
- Adapted instructional approaches to meet diverse student learning needs and promote equitable access to content.
- Provided individualized academic support to enhance student understanding and performance.
- Maintained accurate academic records 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 across settings.

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.

International Experience ~

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

- Provided assessment, intervention, and care coordination for children from culturally and linguistically diverse backgrounds within a federal early intervention system.
- Developed individualized educational plans and family-centered supports in collaboration with multidisciplinary teams.
- Produced caregiver and staff-facing educational materials on bilingual and multilingual development.
- Delivered training and consultation to staff, families, and government stakeholders to support consistent, compliant service delivery.
- Supported transition planning for children moving from early intervention into school-based services.
- Led operational improvements including development of standardized forms and procedures to streamline referral, assessment, and service coordination across sites.
- Supervised and supported a multidisciplinary team; facilitated weekly service review meetings and staff onboarding.
- Contributed to interagency coordination through development of a memorandum of understanding to improve referral and evaluation processes and timelines during periods of caregiver deployment.

Private Consulting & Development **Stella Plage, France**
Speech-Language Pathologist *June 2003-July 2003*
Developed language and education plan and trained support team for a 3-year-old receiving early intervention.

French Embassy **Montargis & Amilly, France**
Assistant de Language Vivante (English Teaching Assistant) *Oct 1999-Apr 2000*
Provided English language classes to elementary and middle school students in four schools.

Science of Reading Relevant Work ~

Panel Discussions
Black English and Literacy: Teaching Reading Without Erasing Language—Online ▪ Mar 2025 (Invited)
8th Annual Conference of The Reading League, ECCC—Charlotte, NC ▪ Oct 2024 (Invited)

Presentations
TRL's English Learning/Emerging Bilingual Collegial Community of Practice—Webinar ▪ Nov 2026 (Invited)
10th Annual Conference of The Reading League (TRL)—Chicago, IL ▪ Sept/Oct 2026 (Invited)
9th Annual Conference of The Reading League (TRL)—Chicago, IL ▪ Oct 2025 (Invited)
Plain Talk About Literacy and Learning—New Orleans, LA ▪ Feb 2025 (Collaboration with The Reading League)*
Black Literacy Matters Conference—Omaha, NE ▪ Apr 2024 (Collaboration with The Reading League)

Publications
Centering Language and Identity to Advance a Culturally Relevant Science of Reading, Urban Education, Feb 2026

Awards and Honors ~

Northwestern University | Kabiller 'A Life Touched, A Generation Changed' Award *Oct 2026*
Presented annually to one former Wildcats letterwinner whose life's work reflects a powerful and lasting impact on others while serving as a source of inspiration within their community

Inaugural Recipient of NBASLH Clinician of the Year Award *Mar 2022*
National Black Association of Speech-Language and Hearing Association (NBASLH)

Inaugural Recipient of the WERA World Congress Most Innovative Poster Award *Aug 2018*
World Education Research Association (WERA) World Congress – Cape Town, South Africa

CREATE Doctoral Scholarship *Oct 2018*
Consortium for Research on Educational Assessment + Teaching Effectiveness Convention – Williamsburg, VA

AERA Minority Dissertation Fellowship Recipient *May 2017*
American Educational Research Association Award (AERA; $20k) – Convention New York, NY

Presentations ~

Podcast Appearances (Selected List)
The Culture We Speak Podcast, June 2023-Present (founder/host)
Respect the Dialect: Advocating for African American English in Education ▪ Aug 2025
What's Good English? with EK Powell ▪ Mar 2022
ASHA Voices Podcast ▪ Feb 2020
You're Wrong About… The "Ebonics" Controversy Podcast ▪ Apr 2019

Professional Presentations (Selected list; asterisked events are invited presentations)
*10th Annual Conference of The Reading League (TRL)—Chicago, IL ▪ Sept/Oct 2026**
*9th Annual Conference of The Reading League—Chicago, IL ▪ Oct 2025**
Plain Talk About Literacy and Learning—New Orleans, LA ▪ Feb 2025 (Collaboration with TRL)*
*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**
Black Literacy Matters Conference—Omaha, NE ▪ Apr 2024 (Collaboration with TRL)
*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**
*Early Abilities—Toronto, ON ▪ Mar 2021**
*Andalusia Speech Therapy—Toronto, ON ▪ Jan 2021**

Leadership & Professional Service ~

Creator and Administrator of Online Learning Communities

Respect The Dialect (Aug 2019-present) – promotes understanding of African American English
The Culture We Speak (Sep 2021-present) – promotes awareness of cultural-linguistic diversity in education

ASHA Convention 2024 Topic Co-Chair – Speech and Hearing Science

Co-led 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*

Participated in professional presentations and discussions in Ho Chi Minh City, Phnom Penh and Siem Reap.

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 ~

Respect the Dialect Quarterly Magazine (ongoing) – www.RespecttheDialect.com/rtdq
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