

AYESHA VISHNANI

Inclusivity and Equity Change Agent | Advocate | Storyteller

- Bachelor of Journalism, Emphasis in Print and Digital Data Reporting and Minors in Women's and Gender Studies and Spanish, University of Missouri-Columbia
- Fluent: English and Hindi, Conversational: Spanish
- Social Justice Mediation Training, *University of Missouri-Columbia, January 2018*
- Inclusive Learning Experience Explorer, *Pearson, October 2022*

EXPERIENCE

PEARSON VIRTUAL SCHOOLS

DEI Specialist, November 2020-January 2023

- Created, implemented, and led the first Diversity, Equity, and Inclusion strategy across departments for virtual schools.
- Empowered development in Culturally Responsive Education and Leadership for virtual school leaders and staff through one-on-one consulting, data analysis, professional development, and internal corporate advocacy on behalf of schools.
- Tracked and analyzed employee metrics and developed hiring-to-retain initiative to focus on the holistic advancement of marginalized teachers.
- Created the first Connections Academy Leadership PD virtual series on diversity, equity, and inclusion impacting schools across the country.
- Designed and curated a DEI webpage spotlighting and engaging staff as well as consistently highlighting culturally responsive resources which were adapted in virtual schools nationally. One of the most trafficked HR pages for the business.
- Facilitated an internal DEI School Strategy Committee with leaders across the business to partner on supporting school growth and meeting needs across the organization, consulting with departments such as curriculum, HR, marketing, and more.

MULTICULTURAL CENTER, Department of Inclusion, Diversity and Equity, University of Missouri-Columbia

Program Specialist, March 2020-November 2020

- Advised and mentored student organizations in order to help foster inclusivity and awareness on campus and keeping track of goals and deadlines to meet DEI benchmarks.
- Revamped advocacy-based model for Diversity Peer Educators by reassessing the current framework & goals and redesigning it to fit the changing needs of the organization through member feedback and other benchmarks.
- Worked on annual report assessing programming DEI benchmarks.
- Mentored organization leaders virtually to ensure accountability and belonging.

DIVERSITY PEER EDUCATOR 2017-2019

- Designed equity and inclusion facilitations based on each requestor's needs and area of interest.

- Organized campus conversations on systems of oppression including xenophobia, sexism, racism, homophobia, transphobia etc.
- Led facilitations for new students to plant foundational seeds about identity and inclusivity reaching hundreds of students.

FOUR FRONT MARGINALIZED COUNCIL

Senior Advisor, August-December 2019, Co-Chair, 2018-19

- Worked to build solidarity and foster sustainable leadership among 18 student organizations based on race, gender identity, sexuality, religion, ability and other identities through meetings, a retreat and solidarity walks that brought together current students and alumni.
- Delegated a \$13,000 budget for funding and resources to 18 organizations.
- Served on working groups, hiring committees with campus administration including Vice Chancellor of Inclusion, Diversity and Equity, to further departmental goals and secured an additional \$10,000 for the council.

RACE MATTERS, FRIENDS

Intern, June-October 2019

- Worked as an advocate and mentor for a student who had experienced racism and classism from the public school system at a summer academy and used mediation skills to bridge gaps of understanding.

SHAWNEE MISSION POST

Reporter May-August 2016, May-August 2017

- Wrote a series of investigative pieces on the 10-year increasing trend in free-reduced lunch rate for three districts—received highest engagement rate on website and social media.
- Reported on trends in the Shawnee Mission school district’s English Language Learners’ program and restructuring of classrooms and resources.

COLUMBIA MISSOURIAN

Public health and safety reporter, January 2017-May 2017

- Covered public safety, environment, courts, health issues centered predominantly on people of color, women, and immigrants.
- Analyzed data trends and reports on various issues like free speech and racial inequities and discrimination.

• **AWARDS AND ACKNOWLEDGEMENTS**

- Pearson Virtual Schools Core Values Award 2021
- Connections Academy School Leader Award of Appreciation for work as PVS’s Diversity and Inclusion Specialist 2022
- Thriving 22 Political Activist Award – Awarded by the Epsilon Psi Chapter of Delta Sigma Theta Sorority, Incorporated
- Resilient Advocate Award – Asian American Association
- NAACP Image Award Nominee for the Dr. Medgar Evers Political Award