

**EDUCATION**

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<b>Ph.D. Human Development and Family Studies</b>	2025
Michigan State University   Lansing, MI Concentration Area: Child Development Research Focus: Ethnic-Racial Identity Development & Socialization Birth to 3 and Early Childhood Policy	
<b>Master of Social Work</b>	2006
University of Michigan   Ann Arbor, MI Concentration Method: Community Organizing Practice Area: Communities and Social Systems Concentration Minor: Policy and Evaluation	
<b>Bachelor of Social Work</b>	2005
Calvin University   Grand Rapids, MI	

**RESEARCH INTEREST STATEMENT**

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I am interested in leveraging research to inform public policy in order to increase equitable outcomes for young children and families – particularly within the contexts of birth equity, identity development, early childhood education, and social determinants of health. I also have a line of research in which I use cultural-ecological frameworks and mixed methods designs to study the ethnic-racial identity development and socialization of infants and toddlers. The goal of my translational research is to inform policy and advance practice that cultivates inclusive mindsets, promotes radical self-love, and disrupts the development of ethnic-racial bias. The overarching aims of my scholarship and practice are to inform parents, families, early educators, and policy makers as they invest in all young children and build systems that enable them to thrive.

**GRANTS & RESEARCH FUNDING**

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Project Manager & Contributor, Birth Equity Through Doulas of Color	
W. K. Kellogg Foundation	\$300,000
Michigan Health Endowment Fund	\$100,000
Steelcase Foundation	\$90,000
Consultant & Contributor, Wimage SEL and DEIJ focused animations for children	
W.K. Kellogg Foundation	\$300,000
Consultant & Contributor, Great First Eight Infant/Toddler Curriculum Pilot Classrooms	
Steelcase Foundation	\$15,000

**PROFESSIONAL EXPERINCE**

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<i>Director of Foundation-Led Initiatives, Steelcase Foundation</i>	2026-Present
Served as a key member of the Foundation’s team, contributing to strategic Alignment and organizational learning. Lead the foundation’s family focused work including the Children & Families Summits and the Investment in Families initiative.	
<i>Principal Consultant, Liminality Consulting</i>	2020-Present
Offered project management, facilitation, training, evaluation, and strategic planning support to clients. Created and curated tools and resources to promote healthy development in early childhood.	

<i>District Director, U.S. House of Representatives</i> Oversaw all congressional activities for U.S. Representative Hillary Scholten in Michigan's 3rd Congressional District. Supervised district office staff.	2022-2023
<i>Pritzker Early Childhood Fellow, First Steps Kent &amp; KConnect</i> Provided catalytic leadership as one of 14 Fellows through the National Collaborative for Infants and Toddlers. Supported community leaders to develop and drive implementation of an ambitious prenatal-to-age-3 agenda.	2018-2020
<i>Associate Director, KConnect</i> Provided project management for a county-wide collective impact initiative. Convened and facilitated strategic, multi-sector workgroups.	2016-2018
<i>Co-Founder and Chief Operating Officer, Malamiah Juice Bar</i> Managed staffing, product development, daily operations and community engagement. Presented health education classes and entrepreneurial workshops.	2013-2016
<i>Part-Time Instructor, Calvin University</i> Taught Education 236 The Young Child in the Educational Setting. Presented course materials, prepared class activities and graded student assignments	2012-2013
<i>School Social Worker, Northview Public Schools</i> Coordinated evaluations for children with developmental delays. Provided social skill education and therapeutic intervention to students.	2010-2015
<i>Outpatient Therapist, Family Outreach Center</i> Planned lessons and activities related to college readiness skills and academic success. Facilitated academic support sessions for high school students taking a college level course.	2010-2011
<i>School Social Worker, Port Arthur Public Schools</i> Provided counseling and crisis intervention services to K-8 students. Served as a liaison between students, parents, staff and the community.	2009-2010

## **RESEARCH EXPERIENCE**

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<i>Research Project Coordinator, Cultivating Healthy ERI Development</i>	2023-Present
<i>Consultant &amp; Evaluator, Wimee Animation Project</i>	2022-Present
<i>Research Assistant, Wombats Family Study</i>	2022-2023
<i>Research Project Coordinator, Prenatal DULCE Adaptation Study</i>	2022-2023
<i>Research Assistant and Writer, Great First Eight Infant Toddler Curriculum</i>	2021-2023
<i>Member, CHILd Research Lab</i>	2020-2025

## **PUBLICATIONS**

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### Articles in Referred Journals

**Eddie, A. L.**, Vallotton, C. D., Brophy-Herb, H., Kim, L., Graves, C., & Dalimonte-Merckling, D. (2025). Mapping Research on Early Ethnic-Racial Awareness Development Among Infants and Toddlers: A Scoping Review. *Infancy*, 30(4), e70040. <https://doi.org/10.1111/infa.70040>

**Eddie, A.L.**, Douglas, S.N., Brophy Herb, H., Vallotton, C. D. (*in press*). Strategies to Foster Healthy Ethnic-Racial Identity in Infants and Toddlers. *Young Children*.

Gardner-Neblett, N., Addie, A., **Eddie, A. L.**, Chapman, S. K., Duke, N. K., & Vallotton, C. D. (2023). Bias starts early. Let's start now: Developing an anti-racist, anti-bias book collection for infants and toddlers. *The Reading Teacher*.

### Books and Book Chapters

**Eddie, A.L.**, Salguera, S. (2020). *Talking to Kids About Race: An Introductory Guide to Building Foundations for Racial Equity in Early Childhood*. Grand Rapids, MI: Chapbook Press.

### Manuscripts Under Review

Kim, L., Adekoya, A., **Eddie, A.L.**, Powell, D., Vallotton, C. D. (*under review*). It starts early. Let's start now! Anti-bias education in existing infant toddler curricula.

### Manuscripts in Preparation

**Eddie, A.L.**, Vallotton, C. D. (*in preparation*). Justice-based ethnic-racial socialization among caregivers of toddlers: Initial measurement development to examine beliefs and practices.

**Eddie, A.L.**, Hewlett-Noel, W., Johnson, A., Ermias, A., Murray, T. (*in preparation*). Evidence-Based DULCE approach adapted for prenatal contexts.

## **Professional Conferences - \*Presenting Author**

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### Oral Presentations

\***Eddie A.L.**, (2026, March). Cultivating healthy ethnic-racial identity through justice-based ethnic-racial socialization. Oral presentation at the Michigan Association for Infant Mental Health Conference, Kalamazoo, MI.

\*Vallotton, C. D., **Eddie, A.L.**, & Chapman, S. (*under review*). *Social Justice Learning Outcomes for Infants, Toddlers, and Preschoolers: An interactive introduction to developmentally relevant outcomes in understanding self, others, fairness, empathy, and our effects on the environment*. Workshop submitted for the National Research Conference on Early Childhood, June 22-24, 2026, Arlington, VA.

\***Eddie A.L.**, (2025, October). Cultivating healthy ethnic-racial identity through justice-based ethnic-racial socialization. Oral presentation at the National Black Child Development Institute Annual Conference, Atlanta, GA.

\***Eddie, A.L.**, Brophy Herb, H. E., Vallotton, C. D., (2024) Mental state talk as a relational tool to promote healthy identity development and disrupt bias. Oral presentation at the Michigan Association for Infant Mental Health Biennial Conference, Kalamazoo, MI.

\***Eddie A.L.**, (2022, October). Ethnic-racial socialization in early childhood: Helping our Black babies learn to love themselves. Oral presentation at the National Black Child Development Institute Annual Conference, Washington, D.C.

## Poster Presentations

\***Eddie, A.L.**, Aladé, F., Hahn, R., Lemley, B., Mesyn, T.J., (2023, March) *Examining the perception of ethnic-racial identity among 4-to-6-year-olds to inform ethnic-racial socialization practices*. Poster presented at the Society for Research on Child Development Conference, Salt Lake City, UT.

\***Eddie, A.L.**, (2022, June) *Mapping early ethnic-racial awareness, preferences, and socialization among infants and toddlers: A scoping review*. Poster presented at the National Research Conference on Early Childhood, Virtual Conference.

\*Kim, L., Adekoya, A., **Eddie, A.L.**, Powell, D., Vallotton, C. D., (2021, April) *It Starts Early. Let's Start Now! Anti-Bias Education in Existing Infant Toddler Curricula*. Poster presented at the Society for Research on Child Development, Virtual Conference.

## Selected Talks and Presentations

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1. **Eddie, A.L.**, (August 2025–September 2025). A series of professional development workshops for the teaching team at Boston Square Early Learning Center. Grand Rapids, Michigan, USA.
2. **Eddie, A.L.**, (2022, August). Talking to kids about race professional development workshop. Presentation to the Michigan State University Child Development Lab Staff, East Lansing, Michigan, USA.
3. **Eddie, A.L.**, (2022, June). Talking to kids about race. Workshop for the Lakeshore Ethnic Diversity Alliance Annual Summit on Race & Inclusion. Holland, MI, USA.
4. **Eddie, A.L.**, (2022, June). Talking about race at work. Virtual presentation to Samaritas staff, State of Michigan Team, USA.
5. **Eddie, A.L.**, (2021, November). Talking to kids about race. Virtual presentation to the Early Childhood team at IFF, Midwestern Region, USA.
6. **Eddie, A.L.**, Adonya, P., Hendriks, S., Lara, G., McNeil, K. (2021, August). Virtual Book Discussion hosted by Schuler Books in partnership with We Are Lit, Grand Rapids, MI.
7. **Eddie, A.L.**, Lim, K., Perdue, K., Richardson, T. (2020, June). Making a better world for our kids. Virtual Live Stream with Michigan League for Public Policy, Lansing, MI.
8. **Eddie, A.L.**, Gillard, M., Kramer, A., Larva, M., Payne, A., Ponder, K., Young, A. (2020, March). State-Local Team Approaches to Prenatal-to-Three Services. National Webinar with the BUILD Initiative, Boston, MA.
9. Bomberg, K., Borroel, M., **Eddie, A.L.**, McCormick., K., Vosburgh, A. (2019, May). Good Neighbors, Impactful Allies: Building & Supporting Inclusive, Effective Learning Neighborhoods. PBS Annual Meeting in Nashville, TN.

## HONORS, AWARDS & FELLOWSHIPS

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National Black Child Development Institute Policy Fellow	2021-Present
Towards 2044: Horowitz Early Career Scholars Program	2021-2022
University Enrichment Fellowship, Michigan State University	2020-2025
Pritzker Children's Initiative Fellow	2018-2020

## **TEACHING EXPERINCE**

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### Course Instructor

Course Instructor for The Young Child in the Educational Setting  
Social Work Department, Calvin University 2012-2013

### Guest Instructor

Lecture & discussion for Generalist Macro Social Work Practice  
Social Work Department, Grand Valley State University Fall, 2025

Lecture & discussion for Children Youth and Family  
Human Development & Family Studies Department, Michigan State University Fall, 2022

Lecture & discussion for Parenting  
Human Development & Family Studies Department, Michigan State University Fall, 2021  
Fall, 2022

Lecture & discussion for Human Behavior & the Social Environment  
Social Work Department, Grand Valley State University Fall, 2021

Lecture & discussion for Ethnic Families in America  
Human Development & Family Studies Department, Michigan State University Spring, 2021

Lecture & discussion for Child Growth & Development  
Human Development & Family Studies Department, Michigan State University Spring, 2021  
Fall, 2022

## **SERVICE AND LEADERSHIP**

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### Department Service

Policy & Advocacy Chair, Human Development & Family Studies Graduate  
Student Advisory Committee, Michigan State University 2021-2023

Member, Human Development & Family Studies Graduate Student Advisory  
Committee, Michigan State University 2020-2025

### Professional Service

Member, Capita Advisory Council: Family Policy Lab 2025-Present

Member, Early Childhood Investment Corporation Executive Committee  
(Gubernatorial appointment) 2025-Present

Member, Michigan Association for Infant Mental Health Board 2025-Present

Chair, Kent County Childcare Task Force 2024-2025

Member, Network of Infant-Toddler Researchers 2022-2025

Graduate Student Representative, Early Childhood & Family Policy Graduate  
Certificate Development Team 2021-2023

Facilitator, Michigan Child Care Business Network Advisory Committee 2020-2021

Member, Developmental Understanding and Legal Collaboration for Everyone  
(DULCE) National Team 2020-2021

Member, Michigan Prenatal to Three Collaborative Steering Committee	2019-2020
Member, Great First 8 Infant Toddler: State Advisory Board	2019-Present
Board Secretary, Southtown Community Improvement Authority Board (Mayoral appointment)	2018-2019
Member, Pritzker Fellows National Network	2018-Present
Vice President, Grand Rapids Child Discovery Center School Board	2017-2022
Vice President, Local First Board	2015-2018
Board Member, Calvin University Social Work Advisory Board	2014-2024

## **MEDIA APPEARANCES**

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### Media Interviews

WZZM-13, October 8, 2024 [<https://www.wzzm13.com/video/news/local/69-ffc97c9-7778-4f2a-8295-4178fc94054e>]

Wood TV 8, February 7, 2022 [<https://www.woodtv.com/hidden-history/black-history-month/crisis-in-the-classroom-where-are-black-teachers/>]

Fox-17 News West Michigan, June 17, 2020 [<https://www.fox17online.com/news/america-in-crisis/gr-family-starts-daily-black-lives-matter-learning-time-with-kids>]

WGVU Leaps and Bounds Radio Series, February 19, 2019  
[<https://www.wgvunews.org/post/leaps-bounds-pritzker-early-childhood-fellowship>]

WGVU Mutually Inclusive Radio Show, November 21, 2018  
[<https://www.wgvunews.org/post/how-birthweight-and-race-are-factor-childs-readiness-kindergarten>]

WGVU Ready by Five Radio Series, October 9, 2018 [<https://www.wgvunews.org/post/ready-5-series>]

WGVU Newsmakers Special Edition Television Program, October 4, 2018  
[<https://www.pbs.org/video/ready-by-5-1809-mxj2gy/>]

### Media Coverage

Quoted in Early Education Matters, October 14, 2025  
[<https://fromcommonground.com/michigan-child-care-providers-push-for-fair-reimbursement-system/>]

Quoted in WKAR News, December 30, 2022 [<https://www.wkar.org/wkar-news/2022-12-30/michigan-medicaid-health-plans-will-cover-doula-services-beginning-in-2023>]

Guest Author Michigan League for Public Policy Blog, September 22, 2020.  
[<https://mlpp.org/the-meaning-of-marching/>]

Quoted in Grand Rapids Business Journal, August 21, 2020 [<https://grbj.com/news/health-care/community-center-launches-program-to-address-birth-disparities/>]

Quoted in MLive.Com article, August 19, 2020 [<https://www.mlive.com/news/grand-rapids/2020/08/kent-county-agencies-launch-doula-program-to-address-racial-birth-disparities.html>]

**PROFESSIONAL MEMBERSHIPS**

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Children’s Media Association	2025-Present
Michigan Association for Infant Mental Health	2020-Present
National Association for the Education of Young Children	2020-Present
National Black Child Development Institute	2020-Present
Zero to Three	2020-Present
Society for Research in Child Development	2020-Present
Pritzker Fellows National Network	2018-Present