

EDUCATION

Ph.D. Human Development and Family Studies 2025

Michigan State University | Lansing, MI
Concentration Area: Child Development
Research Focus: Ethnic-Racial Identity Development & Socialization Birth to 3 and Early Childhood Policy

Master of Social Work 2006

University of Michigan | Ann Arbor, MI
Concentration Method: Community Organizing
Practice Area: Communities and Social Systems
Concentration Minor: Policy and Evaluation

Bachelor of Social Work 2005

Calvin University | Grand Rapids, MI

RESEARCH INTEREST STATEMENT

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 childhood educators, and policy makers as they invest in babies and build systems that enable all children to thrive.

FELLOWSHIPS & GRANTS

National Black Child Development Institute Policy Fellow 2021-Present

Awarded: \$11,250

Towards 2044: Horowitz Early Career Scholars Program 2021-Present

Awarded: \$2,000

University Enrichment Fellowship, Michigan State University 2020-Present

Fellowship included a stipend and tuition for years 1 and 5 of Ph.D.

Pritzker Children's Initiative Fellow 2018-2020

PROFESSIONAL EXPERIENCE

Principal Consultant, Liminality Consulting, LLC 2020-Present

Offered project management, facilitation, training, and strategic planning support to clients. Created and curated tools and resources to promote building racial equity in early childhood.

Pritzker Early Childhood Fellow, First Steps Kent & KConnect 2018-2020

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.

<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
<i>Program Coordinator, IEA – Inspire, Encourage, Achieve</i> Coordinated fundraising and grant writing activities. Developed programs and policies for the organization.	2008-2009
<i>Resident Director, Calvin University Entrada Scholars Program</i> Planned and coordinated residential components of summer pre-college program. Trained and supervised eight resident assistants.	2008
<i>School Social Worker, Cedar Springs High School</i> Provided counseling and guidance services to general education high school students. Managed a caseload of 25-30 high school students in special education who received school social work services according to their individual educational programs.	2007-2008
<i>Home Based Therapist, Wedgwood Christian Services</i> Provided individual therapy to children with mental health needs in home and school settings. Provided family therapy and parent education to families of children with mental health needs.	2007

RESEARCH EXPERIENCE

<i>Member, Insights into Infants' Internal World (IIIW) Lab</i> The IIIW Lab has an active interest in translational research to improve the quality of training for the early child care and education workforce and providing parents with effective tools support their children's development of social-emotional and communication skills. To this end, IIIW Lab projects work with University and community-based programs that serve children and families to help design developmentally appropriate curricula and measure program effects on children and	2020-Present
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families. Research conducted by this lab emphasizes universal and culturally influenced aspects of early social and cognitive development.

PUBLICATIONS

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

Abo-Zena, M. M., Schoechl, C., **Eddie, A. L.**, DePass, A., Cotton-Baez, R., Taylor, Y., Richard, C., & Richard, N. V. (under review). Developing co-conspirators with critical pedagogy in college classrooms: Cognitive and emotional recalibration in the wake of dissonant experiences.

Manuscripts in Preparation

Eddie, A.L., Vallotton, C.D., Brophy-Herb, H., Kim, L.E., Graves, C., Dalimonte-Merkling, D.M. Stinson, K., Perkins, H., George, N., Umloff, B. (in preparation). Mapping ethnic-racial awareness, preferences, and socialization birth to three: A scoping review.

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

Gardner-Neblett, N., Vallotton, C. Duke, N., Addie, A., Chapman, S., **Eddie, A.L.** (in preparation). It Starts Early. Let's Start Now: A Guide to Selecting Anti-Racist and Anti-Bias Books for Infants and Toddlers.

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

Professional Conferences - *Presented

Oral Presentations

Poster Presentations

*Kim, L., Adekoya, A., **Eddie, A.L.**, Powell, D., Vallotton, C. D. (2020) *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.

Invited Talks and Panels

1. **Eddie, A.L.**, (2021, November). Talking to Kids about race. Virtual presentation to the Early Childhood team at IFF, Midwestern Region, USA.
1. **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.
2. **Eddie, A.L.**, Adonya, P., Davis, E. (2021, August). Talking to kids about race. Instagram Live with We Are Truth & Gold, Grand Rapids, MI.
3. **Eddie, A.L.**, Jennings, S. (2021, August) Talking to kids about race. Facebook Live interview with Passion Speak, Grand Rapids, MI.

4. **Eddie, A.**, 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.
5. **Eddie, A.**, 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.
6. Bomberg, K., Borroel, M., **Eddie, A.** McCormick., K., Vosburgh, A. (2019, May). Good Neighbors, Impactful Allies: Building & Supporting Inclusive, Effective Learning Neighborhoods. PBS Annual Meeting in Nashville, TN.
7. **Eddie, A.** (2019, April). Early Childhood Financing Strategies and Solutions Panel National Collaborative for Infants and Toddlers Convening in Salt Lake City, UT.
8. Bomberg, K., **Eddie, A.**, Hirsheld, L., Valdez, A. (2018, December). Fireside Chat for Early Childhood at WGVU Public Media Event in Grand Rapids MI.
9. **Eddie, A.**, Kinne, J., Mannes, T. (2018, April). Data: What Does it Mean, Who Counts & How Do We Use it to Inform Early Childhood? At the Ready by Five Conference in Grand Rapids, MI.
10. Doyle-Holton, S., **Eddie, A.** (2017, October). Addressing Disparities: Using Data & Storytelling to Equip Your Network & Build Equitable Solutions at the StriveTogether Cradle to Career Convening Phoenix, AZ.
11. **Eddie, A.**, Eddie, J. (2017, August). Keynote Address at the Grand Rapids Young Professionals Gala in Grand Rapids, MI.

HONORS & AWARDS

Dr. MaLinda P. Sapp Legacy Award	2021
Fresh List Collaboration Award, Access of West Michigan	2020
Young ATHENA Award Finalist, Grand Rapids Chamber of Commerce	2019
Good for Grand Rapids Award - Good for Employees, Local First	2018
Nolan Groce Business Award, Grand Rapids Urban League	2016
Young Alumni Award, Calvin University	2015
Diversity Award, Wedgwood Christian Services	2015
Epic Award - Minority-Owned Business of the Year	2015
Grand Rapids Chamber of Commerce	
Emerging Black Business Award, Grand Rapids Area Black Businesses	2014

TEACHING EXPERINCE

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

Guest Instructor

Lecture & discussion for Parenting Human Development & Family Studies Department, Michigan State University	Fall, 2022
Lecture & discussion for Human Behavior & the Social Environment Social Work Department, Grand Valley State University	Fall, 2021
Lecture & discussion for Parenting Human Development & Family Studies Department, Michigan 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

SERVICE AND LEADERSHIP

Department Service

Co-Facilitator, Citation Management Workshop for Graduate Students	Fall, 2021
Policy & Advocacy Chair, Human Development & Family Studies Graduate Student Advisory Committee, Michigan State University	2021-Present
Member, Human Development & Family Studies Graduate Student Advisory Committee, Michigan State University	2020-Present

Professional Service

Member, Network of Infant-Toddler Researchers Graduate Student & Early Career Leadership Team	2022-Present
Doctoral Fellow, Researchers Investigating Sociocultural Equity & Race Network (RISER)	2022-Present
Co-Organizer & Facilitator, Network of Infant-Toddler Researchers Student & Early Career Scholars' Writing Group	2021-Present
Graduate Student Representative, Early Childhood & Family Policy Graduate Certificate Development Team	2021-Present
Facilitator, Michigan Child Care Business Network Advisory Committee	2020-Present
Member, Developmental Understanding and Legal Collaboration for Everyone (DULCE) National Team	2020-2021
Co-Chair, CUPID Self-Awareness to Promote Anti-Racism Subcommittee	2020-2021
Member, Michigan Prenatal to Three Collaborative Steering Committee	2019-2020
Advisory Board 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-Present
Vice President, Local First Board	2015-2018
Board Member, Calvin University Social Work Advisory Board	2014-Present
Founding Board Member, Business Leaders Linked to Encourage New Directions (BL ² END) Board	2006-2008

MEDIA APPEARANCES

Media Interviews

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

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

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
Society for Research in Child Development	2020-Present
Zero to Three	2020-Present
Pritzker Fellows National Network	2018-Present