

# *Naida Elena Montes, Ph.D.*

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## **COMMUNITY DEVELOPMENT & ENGAGEMENT SPECIALIST**

Community Engagement professional with extensive experience creating strategic partnerships for program development, resource sharing, and stakeholder engagement.

## **EDUCATION:**

**Ph.D. Geography and Urban Studies – Ph.D.** **August 2023**  
**Graduate Certificate, Geographic Information Systems** Philadelphia, PA  
Temple University, College of Liberal Arts

**Graduate Certificate in Urban Bioethics** **May 2019**  
Temple University, Lewis Katz School of Medicine Philadelphia, PA

**M.A., International Development – Global Concentration** **December 2010**  
Eastern University, School of Leadership and Development St. David's, PA  
Intern in Equatorial Guinea, Africa

**B.A., English – minor: Spanish** **May 2009**  
Arcadia University, College of Arts and Sciences – Graduated with Honors Glenside, PA  
Recipient of the 2009 Dean of Students Award  
Benjamin A. Gilman International Scholarship Recipient

**A.A., Communication Arts- Speech Option & Liberal Arts** **May, 2009**  
Community College of Philadelphia – Graduated with High Honor Philadelphia, PA  
Dual Enrollment, Advance College Experience (ACE) program student

## **CORE COMPETENCIES & EXPERTISE:**

- Written and oral Spanish language fluency
- Program Management
- Partnership Development
- Community Organizing
- Targeted Community Outreach
- Volunteer Coordination
- Grant management
- Advisory Committee leadership
- Strategic / Event Planning
- Project Tracking / Reporting
- Online workshop facilitation
- Microsoft Office Suite Proficient
- Experienced with Google apps, Salesforce / WordPress / ArcGIS
- Data Collection and Analysis
- Activity facilitator / Presenter
- Staff / Team Development
- Cross-functional team leadership
- Adaptable / Flexible
- Ability to work independently
- Strong organizational skills
- Strong oral and written communication skills

## **PROFESSIONAL & ACADEMIC EXPERIENCE:**

**Youth Mentor** 06/2021- Present  
*Norris Square Community Alliance, Intensive Prevention Services* Philadelphia, PA

- Supervise youth and young adults (ages 10 thru 17)
- Develop close relationships with youth and families.

- Assist in incidents and crisis situations involving youth(s)
- Provide mentoring support, identify, and provide resources.
- Assure youth's attendance to scheduled violence reduction workshops.
- Facilitation of Positive Action, college/career prep workshops and activities

**Instructor of Record**

01/2023 – 05/2023

*Temple University CLA, Department of Geography and Urban Studies*

Philadelphia, PA

- *Global Cities* General Education Course Instructor for the Spring term.

**Research Assistant**

06/2020- 12/2022

*Temple University, College of Liberal Arts*

Philadelphia, PA

- National Science Foundation (NSF) Planning Grant Project Assistant & Community Outreach Lead
- Research Assistant at the Center for Sustainable Communities.

**Adjunct Instructor**

01/2021 -12/2022

*Esperanza College of Eastern University*

Philadelphia, PA

- *Justice in a Pluralistic Society* course Instructor of Record.

**Teaching Assistant Orientation Facilitator**

Summer 2020 – 2022

*Temple University, Center for Advancement of Teaching*

Philadelphia, PA

- Assist with summer orientation planning and facilitate the new Teaching Assistant “Active Learning” online-workshop. (Position term: May-August)

**Story Engagement Team (SET) Coordinator**

05/2021- 09/2021

*Just ACT*

Philadelphia

- Coordination of Story Engagement Team members for rehearsals, Story Circle events and related needs of the Rivera & Mann Recreation centers *Rebuild* community engagement process. (<https://www.youtube.com/watch?v=pbj2GRFChE>)
- Work closely with Dr. Lisa Jo Epstein, Executive & Artistic Director of Just Act, lead artist on the project, to smoothly run rehearsals and all Zoom and In Person project events.
- Scheduling and co-running Zoom rehearsals and in person rehearsals.
- Support the scheduling and facilitation of Story Circle Events by building relationships and correspondence with community hosts of story circle events.
- Attend & participate in Restore\*Reimagine\*Rebuild Rivera & Mann Community Action team meetings and learn the 'behind the scenes' work of creating an arts and community-based project.
- Project is Ongoing: <https://why.org/articles/planning-for-a-15-million-rec-center-begins-with-board-game-in-fairhill/>

**Public Policy Lab 2020-2021 Research Team Fellow**

08/2020- 05/2021

*Temple University College of Liberal Arts, Public Policy Lab*

Philadelphia, PA

- Fall Research Assistant: Research goal aims to place the home within the discourse of the Environmental Justice Movement, arguing for the housing structure as an essential geography of health directly influenced by socially constructed environmental inequities.

**Policy Fellow**

09/2019 – 05/2021

*Bicycle Coalition of Greater Philadelphia (BCGP)*

Philadelphia, PA

- Policy Team Intern support for efforts aimed at advocating for equitable policy changes that enhance multimodal transportation, circuit trails, Bicyclist & Pedestrian safety, and aim to reduce fatalities.
- BCGP Team support with event planning and facilitation
- Website content development using ESRI ARCGIS platform
- Responsible for content on social media platforms including Facebook, WordPress and Instagram  
<https://bicyclecoalition.org/how-learning-to-ride-a-bike-led-me-to-the-skies-but-not-back-yet/>
- 2020 Vision Zero Conference Event Planning and Coordination
- Content Creator of the *2021 Vision Zero Citizen Action Guide*:  
<https://cdn-5d792904f911c90950a587a6.closte.com/wp-content/uploads/2022/01/Vision-Zero-Citizens-Action-Guide.pdf>

**Teaching Assistant**

09/2019 – 05/2021

*Temple University CLA, Department of Geography and Urban Studies*

Philadelphia, PA

- *Environmental Studies Senior Research Seminar* course instruction and grading assistant.
- *Special Topics: Police Prisons Pollution* course assistant also responsible for assignment grading.
- *Digital Mapping* course lab instructor and class assistant also responsible for assignment grading.

**Farms to Families Consultant**

03/2019 - 07/2019

*St. Christopher's Foundation for Children*

Philadelphia, PA

- Consult on best-practices for program management, Salesforce use and food distribution site coordination along with on-site training of new and volunteer staff.
- Food distribution site coordinator liaison for 3 Farm to Families food distribution locations.

**Community Engagement Coordinator, Center for Urban Bioethics**

07/2017- 02/2019

*Temple University, Lewis Katz School of Medicine*

Philadelphia, PA

- Facilitate engagement opportunities between medical students and residents, connecting students to the larger Temple community, local schools, and neighboring community partners through service-learning programs.
- Work collaboratively with clinicians and health care professionals to promote healthy lifestyles and expand participant enrollment in the Temple Fresh Rx produce discount program.
- Serve as a liaison between LKSOM, clinicians and local community stakeholders to enhance community outreach efforts and support community-based, patient-related research initiatives.
- Conduct a neighborhood area survey surrounding the Temple University hospital and create asset map of the area.
- Farm to Families Coordinator for the Temple University Hospital produce distribution site.

**Selected Accomplishments**

- Grew patient participation in the Farms to Families program by more than 30%.
- Planned and implemented the first STEM-focused Health and Science Middle School summer camp at the Center for Urban Bioethics at Temple University's School of Medicine. Worked in collaboration with Temple clinicians and health professionals that served as volunteer educators to promote building pathways to higher education and health careers.
- Served on the Committee of the Penn Mental Health AIDS Research Center (PMHARC) and led a collaborative initiative with the Division of Housing and Community Development to organize

community health and wellness briefings with the Neighborhood Advisory Committees (NAC) around the City of Philadelphia.

**Engagement Coordinator & Community Liaison**

05/2012- 06/2017

*Asociación de Puertorriqueños en Marcha (APM)*

Philadelphia, PA

- Neighborhood Advisory Committee (NAC) Coordinator for the Philadelphia Division of Housing and Community Development; acting as liaison for residents, institutions and City departments.
- Lead Philadelphia LISC Sustainable Communities Initiative's Community Connector canvassing team, manage resident survey campaign and enhance outreach initiatives for development projects.  
<http://www.flyingkite.com/features/LISCcommunityconnectors022415.aspx>
- Refer residents to free programs, financial opportunities, city services, health services, educational programs, training and employment opportunities.
- Build partnerships with local Community Development Corporations, engage with neighborhood groups and associations, government offices, resident and church leaders, and schools as part of strategic neighborhood planning and program implementation efforts.
- Serve as a liaison for community-based research with academic institutions.
- Recruit participants for educational workshops, focus groups and employment opportunities.
- Coordinate community briefings, events and workshops with the APM Neighborhood Advisory.
- Design and circulate Quarterly Newsletter publication.
- Lead APM's community outreach and engagement efforts for the HUD funded Choice Neighborhoods Implementation Grant in North Central Philadelphia.
- Educate residents on zoning matters, land use, real estate tax relief and City planning.
- Manage strategic relationships with:
  - Temple University Lewis Katz School of Medicine: Center for Urban Bioethics
  - Temple University College of Public Health: Center for Social Policy and Community Development
  - Phila. Department of Public Health: Division of Chronic Disease Prevention; Division of Disease Control
  - Philadelphia Office of Transportation & Infrastructure Systems: Vision Zero
  - Philly Climate & Urban Systems Partnership
  - Rebuilding Together Philadelphia

Selected Accomplishments:

- Increased resident participation in NAC community engagement efforts by 80 %.
- Co-facilitated focus groups and served as Spanish translator for the East Carolina University School of Social Work Research Study on "Barriers to Cancer Treatment Adherence Among Older Latinos and their Caregivers in Philadelphia."
- Philadelphia's Citizens Planning Institute Toolkit Contributor:  
[https://www.phila.gov/media/20190521113947/Citizens\\_Planning\\_Institute\\_Citizens\\_Toolkit.pdf](https://www.phila.gov/media/20190521113947/Citizens_Planning_Institute_Citizens_Toolkit.pdf)

**21<sup>st</sup> Century Grant Youth Worker & Instructor**

08/2012- 09/2013

*Oxford Circle Christian Community Development Association*

Philadelphia, PA

- Project Based Learning, Literacy, Spanish, and Spiritual Development Instructor.
- Develop curriculum and provide support to instructors during summer and afterschool programs.
- Manage interns from the Philadelphia Youth Network and delegate volunteer responsibilities.
- Supervise staff and facilitate conflict mediation among students and staff members.
- Organize "Listening Campaign" for Oxford Circle community to investigate community interest and needs.

### Selected Accomplishments:

- Developed and maintained Advisory Board that engaged youth, parents and community stakeholders in the expansion of the 21<sup>st</sup> Century Grant program for middle school students.
- Designed curriculum and led first cohort of middle school students participating in Oxford Circle's summer enrichment program.

### **VOLUNTEER EXPERIENCE:**

#### **Teaching Assistant**

09/2022- Present

*Grow ESL*

Philadelphia, PA

- Classroom assistant and co-facilitator of ESL instructional activities for adult English learners of immigrant backgrounds.

#### **Graduate Student Intern**

08/2010 - 12/2010

*Christian Association of Bible Translation (ACTB)*

Equatorial Guinea, Africa

- Taught children at Buenas Noticias Elementary school and basic level English to Spanish speakers.
- Lead workshops for youth, women empowerment, and class management for teachers.
- Researched education system and engaged with communities around new school projects.

#### **English Teacher & Expedition Participant**

12/2007- 04/2008

*Benjamin A. Gilman Scholarship Recipient*

Equatorial Guinea, Africa

- Taught Introductory English to students at the Universidad Nacional de Guinea Ecuatorial.
- Bioko Biodiversity Protection Program research and expedition participant under the leadership of Dr. Gail W. Hearn.
- Completed a semester of study in Biodiversity and Conservation with La Universidad Nacional de Guinea Ecuatorial & Arcadia University.

<https://www.gilmanscholarship.org/wp-content/uploads/2017/01/GAAP-2009-1-laen.pdf>

#### **Youth Mentor & Educational Facilitator**

2005-2013

*New Jerusalem Project Inc.*

Philadelphia, PA

- College Preparation Advisor, Mentor, and Tutor for youth and children.
- Responsible for program planning, staff management, and supervision of trips, events, and retreats.
- Responsible for researching educational and volunteer opportunities for youth.
- Bilingual English and Spanish language teacher.
- Coordinator of development workshops for family wellbeing.
- Achieved relationship building with United Way of Greater Philadelphia & Southern New Jersey.

### **INVITED ADDRESSES:**

#### **Presenter, Environmental Justice Conference**

April 13, 2023

Conference organized at the Temple University Beasley School of Law. Presentation topic: Housing and Environmental Justice, Developing a Path Forward to a Racially Just and Climate-Ready Philadelphia.

#### **Speaker, Housing Justice Futures Symposium**

March 16-17, 2023

A Philadelphia Forum on Design, Race, and Climate Change. Symposium organized by the University of Pennsylvania Stuart Weitzman School of Design. Session topic: Housing Policy & Design.

**Session Co-facilitator, SNMA Regional Medical Education Conference** January 28, 2023

Session organized by the Temple University Lewis Katz School of Medicine's Student National Medical Association. Co-facilitated a session entitled, Creating Sustainable Relationships with Marginalized Communities. The session encouraged participants to consider their own marginalized identities and positions of privilege in the context of community and institutional settings to reflect on how they can best service marginalized communities and be of service within clinical settings.

**Panelist, Nature Society Workshop** October 7, 2022

Workshop organized by the Department of Global Development at Cornell University. Panel presentation topic: How nature-society scholars can, should, and/or do contribute to multi-disciplinary research.

**Panelist, PHENND Student Activism Workshop** March 30, 2022

Online panel discussion organized in partnership with the Philadelphia Higher Education Network for Neighborhood Development (PHENND) as part of the Bard College's Worldwide Climate Justice Teach-In. Philadelphia-area college students shared how they are inspired to find climate solutions and work toward climate justice.

([Social Justice Fair | Center for Ethics and Civic Engagement \(psu.edu\)](#))

**Panelist, Temple School of Medicine MLK Day of Activism and Service** January 17, 2022

Online panel discussion organized by the Temple University Lewis Katz School of Medicine student-led Community Service Board. The panel was comprised of community representatives and local leaders to engage in discussion concerning pressing issues in the North Philadelphia community, how students see their service role in the community and ways to engage as community professionals to advance equity. (<https://medicine.temple.edu/news/meet-moment-martin-luther-king-jr-day-lewis-katz-school-medicine>)

**Panelist, Air Pollution in Pennsylvania: Community Panel** February 16, 2021

Online panel discussion organized by Dickinson College: Clarke Forum *for Contemporary Issues*. Panel provided a review of key air pollution sources across Pennsylvania, provided reflections on localized air pollution considerations, and potential opportunities for engagement.

(<https://www.youtube.com/watch?v=Bs4-Yle6rfA&t=3404s>)

**Guest Lecturer, Justice in a Pluralistic Society Course** September 16, 2020

Course held at the Esperanza College of Eastern University. Lectured on Approaches to Justice in diverse contexts and present-day reflections on current social justice issues.

**Panel Moderator, Envisioning an Anti-Racist Sustainable Philly** September 15, 2020

Online panel discussion organized by Temple University's College of Liberal Arts at the Center for Sustainable Communities. The panel discussion focused on understanding sustainability from the perspective of diverse communities, highlighting past and current work done within communities of color to offer insights into environmental justice and sustainability efforts in Philadelphia.

(<https://www.youtube.com/watch?v=08Delto-hww&t=492s>)

**Panelist, 10<sup>th</sup> Annual State of Young Philly Conference** November 4, 2019

Panel organized by PlanPhilly and Young Involved Philadelphia (YIP) to discuss civic engagement (among the city's 18-35 population) centered on gentrification, changing neighborhoods and becoming better neighbors.

**Presenter, Nature Society Workshop**

October 12, 2019

Workshop organized by the Geography Department at the Maxwell School and the College of Arts and Sciences at Syracuse University. Urban Environmental Justice Panel presentation topic: Considering Social Determinants in Urban Environmental Justice Advocacy.

**Panelist, Our Health & Our Grid**

March 20, 2019

Panel organized by PennFuture, Penn Environment, Clean Air Council and Temple University's Center for Sustainable Communities to discuss the climate change impact on public health and our energy infrastructure.

**Presenter, Widener University Cares 21 Symposium**

January 10, 2019

Symposium organized by Widener University to discuss Interdisciplinary Approaches to Integrating Sustainability and Global Engagement in Curriculum. Presentation topic: Institutions as Anchors for Addressing Social Needs. Symposium held in San Pedro de Poas, Alajuela, Costa Rica.

**Panelist, 7<sup>th</sup> Annual Think Outside the Box Fall Conference**

October 27, 2018

Panel organized by the True Way Youth Empowerment Foundation to discuss how to develop stronger character of the Philadelphia youth. Event held at the Columbia North YMCA.

**Panelist, United 4 The Delaware Community Forum**

October 13, 2018

Panel organized by Penn Future to discuss impacts of climate change on health and pollution on the Delaware River, and how our local communities can take action to protect the watershed. Event held at the John Heinz National Wildlife Refuge at Tinicum for the Philadelphia Fall Nature Festival.

**Presenter, Sustain PHL Awards Ceremony**

August 22, 2018

Event hosted by Green Philly to raise sustainability awareness and celebrate community achievements. Presented on the interconnectedness of sustainability and at-risk communities. Event held at WHYY in Philadelphia. (<https://www.youtube.com/watch?v=IM3e3YHtSys>)

**Presenter, Simmon Gratz College Guest Lecture**

March 21, 2018

Guest presenter for MSW students on listening and affectively responding to community needs.

**Panelist, Innovative Leaders Driving a Green & Equal Philly**

February 22, 2018

Event hosted by Green Philly Blog to discuss how to build a strong organization and develop a pipeline of future diverse leaders. Panelist invited to speak on strategies that help strengthen organizations to affect change across sectors.

**Co-Presenter, Urban Bioethics: A Focus on Autonomy**

December 12, 2017

In class presentation to students on Bioethics and patient autonomy at Thomas Jefferson University's College of Nursing in Philadelphia.

**Panelist, Inaugural Forward Equitable Development Conference**

June 28, 2017

Conference cohosted by the Philadelphia Association of Community Development Corporations (PACDC). Panel discussion on Gentrification: How Research Meets the Streets. Conference held at the Public Health Management Corporation Conference Center in Philadelphia.

## CERTIFICATIONS AND TRAINING:

<b>College of Liberal Arts Online Teaching Program Certificate</b> Temple University College of Liberal Arts	Completed: 10/2020
<b>Human Research, Social / Behavioral Research- 2 Refresher Course</b> Collaborative Institutional Training Initiative – Institutional Affiliation, Temple University	Completed: 09/2019
<b>Penn Community Scholars Training Program</b> University of Pennsylvania Center for Public Health Initiatives	Completed: 04/2017
<b>Human Research, Social/ Behavioral Research Investigators and Key Personnel</b> Collaborative Institutional Training Initiative – Institutional Affiliation, East Carolina University	Completed: 05/2016
<b>The Challenges of Global Health – Online Course Certificate</b> Coursera - Duke University	Completed: 10/2015
<b>Essentials for Healthy Homes Practitioners Course</b> Healthy Housing Solutions Inc.	Completed: 09/2015
<b>Philadelphia Citizens Planning Institute</b> Philadelphia City Planning Commission	Completed: 11/2014
<b>Sustainable Communities Initiative Community Connector Training</b> Local Initiatives Support Corporation (LISC) SCI Eastern North	Completed: 05/2012
<b>Tree of Life Behavioral Services Clinic, Theological Seminary Chaplaincy Training</b> <i>Concilio Internacional Cristiano Árbol de Vida</i>	Completed: 04/2012

## AWARDS & RECOGNITIONS

<b>AL DÍA</b>	40 Under Forty Honoree <a href="https://aldianews.com/en/leadership/advocacy/40-under-fortys-third-group">https://aldianews.com/en/leadership/advocacy/40-under-fortys-third-group</a> <a href="https://aldianews.com/en/leadership/advocacy/al-dia-40u40-naida-montes">https://aldianews.com/en/leadership/advocacy/al-dia-40u40-naida-montes</a> <a href="https://liberalarts.temple.edu/news/2022/10/naida-elena-montes-named-al-d%C3%ADa%E2%80%99s-2022-40-under-forty">https://liberalarts.temple.edu/news/2022/10/naida-elena-montes-named-al-d%C3%ADa%E2%80%99s-2022-40-under-forty</a>	August 26, 2022
<b>The Philadelphia Inquirer</b>	Lewis Katz School of Medicine and Community Interviewers <a href="https://www.inquirer.com/news/temple-university-medical-school-admissions-community-20220710.html">https://www.inquirer.com/news/temple-university-medical-school-admissions-community-20220710.html</a>	July 10, 2022
<b>NSCA</b>	Norris Square Community Alliance Diversity Award	May 27, 2022