

LEON THEODORE

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**A gifted visionary and social architect. Passionate about social change and equity.
Proven leader, activist, and education justice advocate; dedicated to creating positive outcomes for
our youth and the communities they inhabit.**

Texas Center for Justice and Equity

Dallas Justice Project Director

Present Employer

- Created the Perception Equals Potential Project- an educational consulting project that works with schools, districts, and communities. First direct service project implemented by the organization.
- Community organizing, building relationships with community stakeholders, identifying and filling gaps in services by recommendation of programming/ creation of programming related to racial disparities.
- Analyze public and internal policies and recommend changes where needed. Research, write and produce studies related to gaps in services
- Wrote and published an article on the organization's website entitled 'From At-Risk to Undervalued' and a blog post entitled 'What's in a Name? How Words Matter as We Fight for Change in Dallas Schools.'
- Host a bi-monthly web show entitled 'PEP Talks: Frank conversations about the state of education'. Show invites practitioners, advocates, and educational experts to discuss best practices that can improve, elevate and impact the current education system, specifically the discipline system.
- Created Educational Advocacy Services- Action Research Project. Empowering Parents to advocate for their scholars entangled in current discipline system. An extension of the Perception Equals Potential Project. Project utilizes social work interns, training them in restorative practices and community building implemented at schools in Desoto ISD.

Destination Known Workgroup

2017 - Present

Program Developer/Founder

- CEO of registered 501c3 that provides programming specific to reducing discipline referrals and creating a shift in school culture from deficit thinking to a whole-child approach.
- Successfully delivered instruction and training to program participants in a classroom setting.
- Organization selected as participant of inaugural United Way incubator program.
- Created and hosted 2 Community Holistic Health Fairs (1 virtual during the COVID pandemic) to introduce marginalized communities in the Dallas area to available resources. Partnered with local organizations, advocacy groups and agencies.
- United Way Education department created a grant specifically for programming to be implemented in Fall 2022 at a South Dallas High School

Miles of Freedom
2018 - 2019

Case Manager

- Successfully planned the delivery of services to formerly incarcerated persons for reintegration into Dallas and area communities.
- Formulates individualized service plans utilizing strengths-driven and solution-focused reentry plans.
- Provided oversight of biopsychosocial assessments, case management and re-entry services

Just Live This, Incorporated
2007 - 2012

Program Developer/Founder

- Started a non-profit community organization designed for empowering men to live free from any addiction but specializing in sexual addictions.
- Created “Freedom Talk”. A group specializing in sexual addiction. Created curriculum, facilitated groups, and trained future facilitators.
- Delivered curriculum in a classroom setting successfully.

EDUCATION/PROFESSIONAL DEVELOPMENT

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|---|------|
| Eastfield College – Mesquite, Texas, Licensed Substance Abuse Counseling Program | 2016 |
| Texas A&M University-Commerce – Bachelor of Social Work Program | 2018 |
| Texas A&M University-Commerce – Masters of Social Work Program | 2019 |

COALITION MEMBERSHIP

Achieving Success Through Wellness Collaborative, Chair

Dallas, Texas

Coalition of service providers, educators and professionals convened to end the use of zero-tolerance practices, policies and exclusionary discipline in Dallas ISD and surrounding districts.

- Hosted and led a virtual ‘Town Hall’ entitled Discipline and You. Included Dallas ISD district workers, teachers, Administration and a Trustee
- Hosted ‘teacher listening sessions’ to gather information in support of policy recommendations and Dallas ISD Code of Conduct reforms
- Partnered with local organizations and faith communities to provide ‘Youth Empowerment Camp’. Event highlighted the importance of Social Emotional Learning, Emotional Regulation techniques, parent and youth wellness to combat discipline issues faced by students of color.

Mental Health Diversity & Inclusion Taskforce, Criminal Justice Committee

Dallas, Texas

- Part of a task force dedicated to alleviating mental health issues faced by minority populations
- Tasked with creating Action Items specific to improving Black/Brown student wellbeing

VOLUNTEER EXPERIENCE

A New Day Now, Group Facilitator
2007-2011

Specialized Training, Education and Preventative Services, Group Facilitator/Speaker
2008-2009

Bridges of America, Group Facilitator
2006-2008