



DEI Diversity
Equity
Inclusion

Creating a diverse, equitable, and inclusive environment for all

MEET THE

DEI
STEERING
COMMITTEE



CJ CROWDER

CJ started his career as a Teach For America corps member during which time he taught at a middle school in Oakland, California. After his commitment, he went to graduate school and then worked for several high-performing companies in San Francisco and Boston. While he enjoyed his time with these organizations, CJ couldn't escape the pull of the classroom. In 2008, he became a school leader and launched the Achievement First Brownsville Charter School, a K-12 academy in Brooklyn, New York. CJ eventually moved back to Boston, but he continued to work at Achievement First as the Director of School Leader Recruitment and Diversity Initiatives. He has also served as the Chief Talent Officer for the Phoenix Charter Academy Network and was most recently the Managing Director of Alumni Leadership at Teach For America. CJ lives in Cambridge, Massachusetts with his husband and their Labrador Retriever.

CJ is excited to serve on the DE&I steering committee as this opportunity aligns perfectly with his values, experiences, and aspirations. For over 20 years, CJ has strived to transform the classrooms and institutions in which he's worked into incubators for civic engagement, social justice, and global citizenship. CJ has observed first-hand the impact that empowered participants can have on the educational ecosystem is thrilled to be part of this work as a member of the committee.



KYLE OSBORNE, LCSW

Kyle is in her third school year as a social worker for the High Road School of Providence. She graduated with her master's in social work from the Silberman School of Social Work at Hunter College in New York City in May 2015. Since graduating, Kyle has worked with diverse communities throughout New York City and Rhode Island as a foster care case planner, in-home clinician for families involved with DCYF, and most recently, a school social worker.

Kyle is passionate about social justice and is looking forward to bringing her passion into her professional position with FullBloom to create a more diverse and inclusive environment within the company for both her colleagues and the communities they serve.



MARCIA WALDMAN, CF APMP

Prior to joining FullBloom, Marcia held proposal and project management roles in healthcare marketing, education, and government for a variety of companies. Marcia currently works as a Senior Proposal Manager at FullBloom. In that capacity, she responds to RFPs for Catapult Learning and Specialized Education Services, Inc. (SESI), and serves as the Content Manager for Loopio, FullBloom's new RFP management software. She holds a Master of Science in instructional technology from Philadelphia University, a Bachelor of Science in magazine journalism from the S.I. Newhouse School of Public Communications at Syracuse University, and earned her Foundation Certification in Proposal Management from APMP (Association for Proposal Management Professionals). Marcia has been married for 31 years and has two daughters. Outside of work, Marcia enjoys traveling, the beach, knitting, reading, riding her Peloton, and singing—especially with the Unity Choir comprising Black Baptist choirs from Camden and other churches and organizations throughout New Jersey, as well as her Congregation M'kor Shalom synagogue choir.

Marcia recognized a wonderful opportunity with FullBloom's DE&I committee, which aligns with her personal values regarding diversity, equity, and inclusion. She is excited to serve on the committee and hopes to directly influence the company's DE&I programs. Marcia hopes that the committee not only establishes a framework for the company, but also empowers all of us to share and try new ideas with our teams to build a more diverse, equitable, and inclusive future.



NOAH GREEN

Noah began his career as a Teach For America corps member in New York City in 2006 and remained in schools until 2019, leading three different charter middle schools and one elementary school. In 2019, Noah began working with Catapult Learning as an Area Manager for Title I Intervention in New York City. In the summer of 2020, he directed the first Extended School Year program with Boston Public Schools. Noah has an M.A. in education from Bank Street College and a B.A. from the University of Southern California. Outside of work, Noah is an avid reader, a big fan of all things USC and Miami, and loves to cook and talk about nutrition, as he's in the process of becoming certified as a nutrition coach.

Throughout his career in education, Diversity, Equity, and Inclusion has possibly been the most central and pertinent issue to the work Noah does. He knows it's a challenge, but Noah is also aware how necessary and beneficial these endeavors are for all, and he's excited to be a part of it.



EMILY FIZER

Emily began her teaching career as the founding fifth-grade humanities teacher at Crown Preparatory Academy in South Los Angeles, California. After working as a teacher, instructional coach, and community organizer, she continued her impact in the movement toward educational equity by helping to find quality teachers for all students. She worked for Teach For America's national recruitment team, was the Associate Director of Talent Acquisition for KIPP SoCal Public Schools, and is now SESI's Vice President of Recruitment. She holds a B.A. in history from UCLA and a Master's in education from Loyola Marymount University.

Emily felt compelled to join this committee because she wants to help FullBloom be a diverse and inclusive space for all employees, students, and families. She's excited for the committee to realize this vision so FullBloom can then be a steward for educational equity for all students.



DONNA LEWIS

Over the past 15 years, Donna, a teacher with Catapult Learning, has spent a great deal of time working with children from kindergarten through high school, teaching reading, writing, math, and ESL. Donna earned both a bachelor's degree in psychology and a master's degree in education as a single mother of three. In her free time, she loves spending time with her family and learning new things. She recently completed a graphic design course and is looking forward to using those skills to enhance her crafting hobby.

Throughout her career, Donna has learned a lot about children's differing needs, which go beyond education. Her goal is to help others recognize those needs and find effective ways to overcome some of those challenges. Donna is excited to join the DE&I committee because she believes everyone is created equal, regardless of race, creed, or nationality. She hopes that through this committee, she can help bring understanding of how precious life is to everyone in our communities.



JEREMIAH WATTS

Jeremiah Watts has been with FullBloom for nearly eight years, starting as a teacher's assistant in 2013 before moving on to become a mental health specialist, therapist, lead staff member, director, and executive director. Beginning in 2021, Jeremiah will serve as the Director of Behavior Support for SESI. He lives in California with his wife and son, and awaiting the birth of their second child in December.

Jeremiah considers being selected to the DEI Steering Committee a tremendous honor as it aligns with the work he does on a daily basis. Through his work on the committee, Jeremiah is looking to advocate for long-lasting, meaningful improvements in diversity and equity across the company, knowing that this work will benefit all employees and create a more inclusive work environment.



SHIRLEY TORHO

Shirley Torho is a public health, education, and equity strategist whose professional interests lie at the intersection of health and education access. As the Manager of Educational Products at Catapult Learning, she led the development of the STEM and Robotics curricula and supports Family Connections programs by designing family engagement workshops and resources that promote the social and emotional wellbeing of students. Shirley has also contributed to the SEL-Plus catalog, which includes a series of professional development sessions that help educators recognize implicit bias and racism and support them in creating safe and enriching learning environments that celebrate diversity, promote equity, and foster culturally responsive classrooms. Shirley has a B.A. in psychology and women's studies from Barnard College and an MPH from Columbia University's Mailman School of Public Health. She is also a Gates Millennium Scholar and has worked with leading institutions across the globe, including the UN Foundation, the Ministry of Health in Australia, New York University, McGraw Hill, Pearson, Mount Sinai Health System, and the New York City Department of Health and Mental Hygiene.

In her free time, Shirley loves to cook and uses cooking as a form of meditation. She is also a partner in a food company called Kelewele, which reimagines plantains to create affordable vegan foods, all featuring plantains as the central ingredient.

Shirley has supported institutions across the country in understanding the impact of implicit bias on productivity and quality of life outcomes and has spoken about social justice pedagogy, anti-racism, and using intersectionality frameworks to understand oppression. She is passionate about eliminating structural barriers that facilitate health, education, and opportunity disparities in historically marginalized groups and has over 10 years of research experience in this arena.



DR. RON VALENTI

Dr. Ron Valenti has been associated with Catapult Learning for 10 years as National Director for Private School Partnerships. Prior to joining Catapult, Ron worked in the Archdiocese of Philadelphia's Catholic School System for 25 years, serving 10 years as a teacher and 15 years as a principal. From Philadelphia, Ron moved to Baltimore where he was appointed the Secretary of Catholic Education and Superintendent of Schools, a position that he held for 20 years. During his spare time, Ron enjoys gourmet cooking as well as the Ukrainian art of pysanky eggs.

When Ron learned about the DE&I steering committee, he made the conscious decision that he could not be a passive spectator waiting for someone else to craft the results. He felt the need to take a proactive stance and become part of the solution, something he's looking forward to doing as a member of the committee.