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BAC-9324

Contact Information

Contact Name	Justin Toomer	Home Address	
Preferred Phone		Home City	Denver
Preferred Email		Home State	CO
Other Phone		Home Zip	80207
Other Email		County	Denver
DOB		Hispanic or Latino origin or Descent?	No
SSN		Race/Ethnicity	African American
Gender	Male	Other Ethnicity	
Other Gender		Salutation	

Board Information

Board Name	Denver African American Commission	Other boards or commissions served	
Status	New		

Work Information

Employer	Mayor's Office of Social Equity & Innovation	Work Address	201 W. Colfax Ave
Position	EDI Administrator: City Attorney's Office	Work City	Denver
Business Phone #	816-723-1288	Work State	CO
Work Email	justin.toomer@denvergov.org	Work Zip	80202

Additional Information

Are you a registered voter?	Yes	Objection to appointment?	No
If so, what county?	Denver	Special Information	
Denver City Council District No	8	Registered Lobbyist	No
Conflict of Interest Explanation		Conflict of Interest	No

Education and General Qualifications

Name of High School	Brooks School	Name of Graduate School	
Location of High School	North Andover, MA	Location of Graduate School	
# of Years Attended High school	4	# of Years Attended Graduate School	
Did you Graduate	Yes	Did you Graduate	

High School

Graduate Major

Name of College Williams College
Location of College Williamstown, MA
of Years Attended College 4
Did you Graduate College Yes
Undergrad Major Political Science, Africana Studies

Reference Details

Reference Name #1 Bobbie Alexander
Reference Phone #1

Reference Name #2 Jessica Calderon
Reference Phone #2

Reference Name #3 Claire Colangelo
Reference Phone #3

Agree to a background check

Owner Esther Lee Leach

Created By Denver Integration, 4/3/2024 4:31 PM
Last Modified By Jason Armstrong, 4/16/2024 10:20 AM

Notes & Attachments

Justin Toomer 2024 Bio & Headshot.docx

[Resume] DAAC - Justin Toomer.pdf

Type	Attachment
Last Modified	Denver Integration
Description	View file

Type	Attachment
Last Modified	Denver Integration
Description	View file

Justin Toomer

Strategic systems leader and life-long educator focused on combining learning science with the art of teaching to drive equitable change. Engaging facilitator and relationship-builder who enjoys supporting teams to design approaches that are responsive, innovative, and sustainable in their implementation.

PROFESSIONAL EXPERIENCE

Mayor's Office of Social Equity & Innovation | Denver, CO

Equity, Diversity, & Inclusion Administrator: City Attorney's Office

February 2023 - PRESENT

- Provide strategic advisement to the City Attorney and Deputy City Attorney, executive leadership, and professional development to all 7 departments of the City Attorney's Office seeking support around operationalizing equity, diversity, and inclusion into their systems
- Support the Mayor's Office and CAO to develop EDI-centered strategic plans based on stakeholder engagement, then design prototype policies, and/or practices for implementation

Education Elements | Denver, CO (Remote/Travel)

Senior Consultant

June 2018 - February 2023

- Partner with 50+ school districts nationwide in launching and managing a [range of strategic projects](#) to reach measurable outcomes
- Developed and launched new DEI service stream around equity driven strategic planning and professional development that has resulted in 10+ new partnerships within 2 years and generated \$1 mil+ in company revenue
- Co-creator and cohort facilitator of the '[Systems for Education Equity Development](#)' fellowship designed for systems leaders to redesign school systems for equity
- Manage multiple large scale district change initiatives around [diversity, equity, & inclusion](#), personalizing learning, school redesign, leadership development, COVID-19 planning
- Lead multiple teams to deliver high-quality, relationship driven projects using robust continuous improvement project management processes with ~90% expansion rate
- Highly experienced project manager, relationship builder, team lead, executive coach, professional development planner and facilitator, and public speaker

Denver School of Science and Technology: Montview High School | Denver, CO

Dean of Students

June 2016 - June 2018

- Supervised faculty, staff, and designed leadership development program for rising teacher leaders with personalized coaching around instruction and school leadership
- Maintained a student-centered school culture that saw decreases in student referrals for discipline or academic retention, as well as increases in student achievement and college acceptance rates
- Consulted on the launch of [Mayor Hancock's recruitment and retention program](#) to increase teacher/leader diversity in Denver

CONTACT ME

www.linkedin.com/in/justin-toomer

Denver, Colorado 80207

EDUCATION

Williams College | Williamstown, MA Bachelor of Arts, Certificate of Secondary Education

August 2009 - June 2013

Major: Political Science and International Affairs
Minor: Africana Studies

ADDITIONAL PROFESSIONAL EXPERIENCE

9th Grade Humanities Teacher | 2015

7th Grade English/Language Arts Teacher | 2014

5th Grade Teacher (all subjects) | 2013

ADDITIONAL SKILLS & INFORMATION

Denver African American Commission Member

2024 Gary Community Ventures [Piton Fellow](#)

Proficient in Spanish

Strategic Planning + Project Management

Engaging Facilitator/Speaker (virtually and in-person)

Talent Acquisition and Development

MAC OS X, Google Workspace, MS Teams, Zoom

PUBLICATIONS

- ['Education Suspended' Podcast: A Banner Year](#) [2023]
- ['Inside Scoop' Podcast: Inside the DEI work at Laguna Beach USD](#) [2022]
- [12 Things Equity-Focused Teachers Can Say to Students in the New School Year](#) [2020]
- [What Do Students Need Right Now](#) [2020]
- [The Giraffe Award: How a Small Celebration Can Change Your Team's Culture](#) [2020]
- [Attract and Retain Teachers with Effective Methods - Using Data to Define Needs](#) [2019]
- [The NEW Team Habits: Fostering a Culture of Belonging Through Meeting Check-ins](#) [2019]
- [The New "PD": How Shifting from Professional to Personalized Development Will Improve Your Workshops](#) [2018]

VIDEO CONTENT

- [4 Steps You Can Take to Address Equity](#) [2021]
- [Equitable Learning at Home and at School](#) [2020]
- [12 Things Equity-Focused Teachers Can Say to Students in the New School Year](#) [2020]
- [Engaging Student Voices to Promote Equitable Classrooms Webinar](#) [2020]
- [5 Ways to Help Students Achieve Success](#) [2020]
- [Let's Check-In: Youtube Miniseries](#) [2020]

Justin Toomer is the Equity, Diversity, and Inclusion Administrator for the City Attorney's Office. He is driven by the power and possibility of equitable systems change. He is based in Denver, Colorado, where he works from the Mayor's Office of Social Equity and Innovation. Born and raised in Kansas City, Missouri, he is a first-generation college graduate from Williams College. Based upon the transformational impact his experience afforded him, Justin entered the field of education as a teacher, school leader, and consultant with the intention to increase the opportunities for all students to access a quality and equitable school experience. Justin brings his expertise in learning science, understanding of equitable systems, and relationship-driven mindset to the teams and agencies he is in partnership with in the city and county of Denver.

