

Heather J. Imrie MEd
2635 W. Lawrence Ave, #2A
Chicago, IL 60625
Email: heather@imrieconsulting.com Phone: (312) 203-7288

EDUCATION

Current	Doctoral student in Educational Psychology, the University of Illinois at Chicago
2008	Masters in Educational Leadership, the University of Illinois at Chicago
1998	B.A. Liberal Arts & Sciences Major in Psychology Minor in Women's Studies, the University of Illinois at Chicago

RELEVANT ACADEMIC EXPERIENCE

PUBLISHED WORKS

- Imrie, H (2022) Supporting Survivors of Sexual Violence. In: Prewitt-White, T. & Fisher, L.A. (eds) Examining and Mitigating Sexual Misconduct in Sport. Routledge, England, UK

UNIVERSITY CLASSES TAUGHT

- UIC Women's Studies 294: Peer Educators Reducing Campus Violence, Creating Social Change
 - Instructor
- UIC College of Medicine, Special Topics Class-Essentials of Clinical Medicine 1 and 2: Responding to Survivors of Domestic Violence & Sexual Assault
 - Instructor
- Educational Psychology 210: Principles of Learning and Instruction Across the Lifespan
 - Instructor -Online
- Educational Psychology 210: Principles of Learning and Instruction Across the Lifespan
 - Teaching Assistant -Online
- Educational Psychology 242: Introduction to Sexuality Development Across the Lifespan
 - Teaching Assistant -Online
- Educational Psychology 405: Assessment and Evaluation
 - Teaching Assistant -Online

PROFESSIONAL EXPERIENCE

1998-Present **Heather Imrie Consulting, Chicago, IL**

- Created educational programs on sexual norms, relationship and domestic violence, sexual violence, diversity equity inclusion, sexual harassment, sexual health, communication, boundaries, LGBTQIA, belonging, domestic violence, and bystander intervention and more for various entities
- Created train the trainer prevention education programs for numerous non-profits and universities
- Created anti-bias and violence curricula for myriad organizations

- Curriculum developer, and trainer for the U.S. Air Force-wide Bystander Intervention Training Initiative
- Created Train the Trainer course for Air Force-wide Bystander Intervention Training Initiative
- Collaborated with clients on updating training curricula
- Created customized annual training for clients to meet local, state and national requirements
- Consulted on policy and protocol creation for several non-profits
- Created policy and procedures for several non-profits
- Mentored prevention education staff at a large state-wide anti-violence coalition
- Coaching with teaching staff at a K-8 Boston Public School
- Podcast appearances: Both/And: A Sexual Violence Prevention Podcast, F*ck you, Chris Harrison, and How's Your Heart?
- Selected Presentations:
 - New Mexico State Legislature: *Annual Harassment and Bias Training*
 - The West Virginia Foundation for Rape Information and Services: *Bias is a Barrier to Belonging*
 - Office of the Supreme Court of Appeals of West Virginia: *Showing is Knowing: LGBTQIA+101*
 - PK Global: Year Long Training Series: *Creating Belonging While Navigating Transitions, If You've Got a Brain, You've Got a Bias: Reducing Bias Increasing Belonging; I Don't Mean to Sound...Bias Speech as a Barrier to Belonging in the Workplace, Creating Positive Cultural Change Through Bystander Intervention, Hate Crimes 101*
 - University of Chicago Campus Stakeholders: *Centering the Margins: Bi, Pansexual & Fluid Interpersonal Violence Survivors in Focus*
 - New Mexico Coalition of Sexual Assault Programs: *Barriers to Prevention Education*
 - University of Chicago Summer Immersion Program: *From Where I Sit: Power Privilege and Oppression*
 - Chicago Metropolitan Battered Women's Network: *The Buffy Institute: A Four-Day Violence Prevention Educator Training Program*
 - Lifespan Legal Services: *Power Privilege and Oppression, Domestic Violence 101*
 - Resilience: *Rape as a Hate Crime, Sexual Harassment 101, Beyond Diversity: Power Privilege and Oppression*
 - Tulip School: *Sexual Harassment 101*
 - Equitable Solutions Group: *Showing Your Employees Gratitude During the 2020 Holidays, We Are (Not) All One Big Happy Family: Boundaries and Creating Healthy Work Relationships, The Work Family Fallacy: Boundaries and Creating Authentic Belonging, Creating Belonging During the Holiday Hot Zone*
 - University of Chicago: *Centering the Margins: Bi, Pansexual & Fluid Survivors in Focus*
 - Chicago Playmakers: *Unconscious Bias: Reducing Bias Increasing Respect,*
 - Provi: *I Don't Mean to Sound... Moving From Bias Speech to Belonging, Centering the Margins: LGBTQIA 101*
 - West Virginia Foundation for Rape Information and Services: *Heart, Follow Back, Comment & Share: Social Media as a Prevention Education Tool, If You've Got a Brain, You've Got a Bias: Power, Privilege and Marginalization as Barriers to Belonging*
 - AmeriCorps *Beyond Diversity: Power Privilege and Oppression*

- United State Air Force: *Bystander Intervention Training: Train the Trainer*
- The Chicago Kings *Identity, Power and Privilege*
- DePaul University Scholars Program *Beyond Diversity: Power Privilege and Oppression*
- Girl/Friends annual summer training *Beyond Diversity: Power Privilege and Oppression*

2008-2020

**Director of Program Development and Efficacy
Catharsis Productions, Chicago, IL**

- Responsible for re-writing and deploying all live education to an online format
- Co-creator of online training modules for colleges and universities
- Lead curriculum designer on programs about sexual harassment, sexual assault, bystander intervention, unconscious bias, ally-building, positive communication, domestic violence, stalking, leadership, best practices for teaching hard topics, online trolling, relationship violence, retaliation, bullying and systems of power, privilege and oppression training for corporations, higher educational institutions, the United States military and both the state and federal government
- Curriculum coach; rewrote or customized training for various clients
- Responsible for designing, writing and implementing new hire onboarding
- Directed quality control of curricula
- Directed research and program efficacy for all training, programs, and curricula
- Constructed and implemented research surveys and evaluations
- Co-authored unpublished journal article: Attitudes and behaviors regarding sexual and gender-based violence among 8,666 U.S. Navy Servicemembers Lucy A. Guarnera, Ph.D. Ben Murrie, M.S. Heather Imrie, M.Ed. Gail Stern, Ph.D.
- Co-developed Force of Awesome and Armed Force of Awesome Institutes: a teaching academy specializing in curriculum development and presentation and facilitation skills for civilian and military anti-violence educators
- Created and implemented a continuing education series for all staff
- Authored six industry white papers
- Managed budget for the division
- Directed and evaluated staff
- Produced research review series for in-house continuing education
- Created and implemented HR CEU programming on implicit bias, sexual harassment, training the trainer, and respectful communications
- Created a leadership training series of workshops on sexual assault, bystander intervention, domestic violence, hegemonic masculinity, and research-based social norming media campaigns for the United States Navy
- Designed continuing ed training program for educator division
- Created educational programs on sexual norms, sexual assault, and bystander intervention for the U.S. Army, Navy, Marines, and Air Force
- Co-created presentation on hegemonic masculinity for United States Marines and Navy
- Managed the curriculum for the quarterly Leadership Training Program at Naval Station Great Lakes
- Assisted in creating a Drill and Platoon Sergeants training program for the United States Army, Fort Jackson
- Created and implemented multiple surveys to measure efficacy and attitudinal shifts for the U.S. Navy and Institutes of Higher Education
- Managed Social Media Department 2012-2013

1998-2012 Associate Director, Campus Advocacy Network, the University of Illinois at Chicago, Chicago, IL

- Developed curriculum and training for the greater campus community on interpersonal violence, bystander intervention, and systems of oppression
- Authored policy and procedure for staff on confidentiality, proper referral, document, and records keeping, client intake, court procedures, and office emergency procedure
- Created programs on diversity equity and inclusion and bystander intervention
- Created programs on sexual violence, stalking, domestic violence, sexual health, healthy relationships, ally to accomplice, hate crime, and more
- Designed sexual harassment training for unit and campus
- Developed and taught curriculum for Gender & Women's Studies 294 class: Peer Educators Reducing Campus Violence, Creating Social Change
- Supervised advocacy and education staff of the UIC Campus Advocacy Network
- Assisted in the development of a sexual harassment training video for new employee orientation
- Advisory board Member: Asian American Resource Center; Chancellors Committee on the Status of Women; Chancellors Committee on the Status of Lesbian, Gay, Bisexual, and Transgender Concerns
- Co-organized the Women's Leadership Symposium, Women's Heritage Month, and Take Our Daughters to Work Day conference
- Created and taught curriculum for UIC College of Medicine, Special Topics Class-Essentials of Clinical Medicine 1 and 2
- Supervised internship program
- Co-organized Men Against Sexual Violence Men as Allies Conference 2008
- Created nationally recognized orientation program on sexual assault, stalking and domestic violence
- Co-created and implemented a survey to measure the effect of orientation program on sexual assault, stalking and domestic violence
- Co-created and implemented a survey to measure the effect of advocacy services for UIC students
- Assisted in the creation and implementation of social norm survey and focus groups at UIC

FIELD CONFERENCE PRESENTATIONS - Full list upon request

- 2024 Illinois Coalition Against Sexual Assault Annual Training
 - Prevention Education Online: Post Like Share!
- 2024 Illinois Coalition Against Sexual Assault Annual Training
 - Best Practices from Advertising and Marketing for Prevention Education
- 2023 Illinois Coalition Against Sexual Assault Annual Conference
 - Breaking Through the Barriers: Best Practices for Prevention Education
- 2023 United States Navy Sexual Assault Prevention and Response Summit
 - Best Practices for Prevention Education
- 2022 Center for Children's Justice Handle with Care Conference
 - Centering the Margins: LGBTQIA+ 101 Dignity, Belonging, and Justice For LGBTQIA Youth In Our Spaces

- 2020 The Human Resources Management Association of Chicago's Learning and Development Webinar Series
 - Don't Feed the Trolls: Trolling and Online Harassment in Times of COVID-19
- 2019 U.S. Army USARPAC Annual Summit
 - TSP Bystander Intervention Train the Trainer
- 2019 Rotary Club International—Understanding Diversity, Equity, and Inclusion
 - Panelist
- 2019 Chicago Ideas Week
 - LAB: Empathy First: How to Have Tough Conversations at Work
- 2019 Illinois CUPA—H.R. Conference
 - Moving from a Toxic to Respectful Workplace Culture
- 2019 ATIXA East coast Annual Conference
 - Workshop: What's in a Name? Critical Examination of Cultural Stereotypes Regarding People Who Perpetrate Rape and the Importance of Language in Our Training Environment
- 2019 H-Summit the Human Resources Management Association of Chicago's Annual Summit
 - Industry Knowledge Session: Workplace Inclusion Starts with Better Communication
- 2018 Chicago Ideas Week
 - LAB: From Bystander to Upstander: Ending Toxic Workplace Cultures
- 2018 NASPA Student Affairs Administrators in Higher Education Violence Prevention Conference
 - Workshop: Best Practices for Attitudinal and Conceptual Change
- 2017 New Mexico Department of Health Annual Training
 - Keynote: Best Practices for Attitudinal and Conceptual Change
- 2017 U.S. Army SHARP Online Training
 - Keynote: Best Practices for Attitudinal and Conceptual Change
- 2017 ATIXA-SCOPE Annual Conference
 - Workshop: Best Practices for Attitudinal and Conceptual Change
- 2017 Chicago Ideas Week
 - LAB: Not Suitable for Work: Microaggressions and Toxic Workplace Culture
- 2017 Heartland Campus Safety Summit
 - Best Practices for Attitudinal and Conceptual Change
- 2016 National Association of College and University Attorneys Continuing Legal Education
 - Workshop: Sexual Misconduct on Campus
 - Panelist: Dating Violence and Domestic Violence - A Different Reality Requires a Different Response
- 2015 Colorado Advocacy in Action Conference
 - Workshop: It's Not Them It's You: Taking Your Presentations from Good to Great
- 2014 New Mexico Crime Victims Reparation Commission (CVRC) Nineteenth Annual Advocacy in Action Conference
 - Keynote: It Wasn't Them It Was Me: Lessons from 17 Years in the Field
 - Workshop: It's Not Them It's You: Taking Your Presentations from Good to Great
- 2014 Florida Coalition Against Sexual Violence Training Summit: Through a Different Lens
 - Keynote: It Wasn't Them It Was Me: Lessons From 17 Years in the Field
 - Workshop: It's Not Them It's You: Taking Your Presentations from Good to Great
- 2014 Wyoming Coalition Against Domestic Violence and Sexual Assault Annual Conference
 - Workshop: It's Not Them It's You: Taking Your Presentations from Good to Great
 - Workshop: Yes, Please! Discussing Consent & Bystander Intervention through Live Performance and Social Media
- 2014 Montana Not in Our State Conference

- Keynote: It Wasn't Them; It Was Me: Lessons from 17 Years in the Field
- 2013 Michigan Coalition to End Domestic and Sexual Violence Annual Conference
 - It's Not Them; It's You; Building Healthy Relationships with Your Audience
- 2012 Bystander Intervention Conference: From its Roots to the Road Ahead
 - Intersections of race and class panelist

ACADEMIC CONFERENCE POSTERS AND PRESENTATIONS

- 2021 Social Domain Theory National Meeting
 - Facilitated breakout room on Best Practices for Teaching Social Cognitive Domain Theory
- 2019 National Discussion on Sexual Assault and Sexual Harassment at America's Colleges, Universities, and Service Academies.
 - Poster Presentation: *Social Cognitive Domain Theory and Conceptions of Sexual Violence in College Freshmen*
 - Paper Presentation: *Evaluation of Sex Signals and Got Your Back at the Naval Station Great Lakes*
- 2018 Society for Research on Adolescence Biennial Meeting
 - Poster Presentation: *Social Cognitive Domain Theory and Conceptions of Sexual Violence in College Freshmen*
 - Heather Imrie (the University of Illinois at Chicago)
 - Stacey Horn (the University of Illinois at Chicago)
- 2016 46th Annual Meeting of the Jean Piaget Society
 - Paper Presentation: *The Role of Grade, Victim Gender, and Reasoning in Judgments of Homophobic Harassment*
 - Katherine Romeo (the University of Illinois at Chicago)
 - Heather Imrie (the University of Illinois at Chicago)
 - Stacey Horn (the University of Illinois at Chicago)
- 2014 National Association of Women's Studies Annual Conference San Juan Puerto Rico
 - Poster Session: *'Playing' the Field: Using Social Media to Broaden our Prospects for Social Change*
- 2014 44th Annual Meeting of the Jean Piaget Society
 - Paper Presentation: *The Development of Reasoning About Gender Harassment: The Role of Victims' and Perpetrators' Gender*
 - Katherine Romeo (the University of Illinois at Chicago)
 - Heather Imrie (the University of Illinois at Chicago)
 - Stacey Horn (the University of Illinois at Chicago)

WHITE PAPERS

- Why They Fight the Facts Promising Practices for Creating Impactful Violence Prevention Programs on Controversial Topics
- How to Coach Trainers to Change the World
- Bystander Intervention and Identity: Internalized Racism as a Barrier to Intervention
- Implementing Harassment Training
- What is in a Name? The Importance of Language in the Prevention Education Environment

ADDITIONAL SKILLS AND TRAINING CERTIFICATES

- Counseling Interventions Training - Metropolitan Battered Women's Network

- Working with LGBT Communities Training - Metropolitan Battered Women's Network
- Race Matters - INCITE! Women of Color Against Violence Against Women
- Bystander Interventions Training - Illinois Center for Violence Prevention
- 40 hr. Rape Advocate Certificate - Rape Victim Advocates
- 40 hr. Domestic Violence - Chicago Metropolitan Battered Women's Network Advocate Certificate
- Full list of additional training courses available upon request