



# SARA VACIN (she/her)

## EDUCATOR & EXECUTIVE DIRECTOR

### ABOUT ME

A passionate and dynamic educator with 25 years of experience creating inclusive and empowering spaces that celebrate diversity, promote equity, and inspire cultural competence. Skilled in fostering personal growth, enhancing well-being, and equipping individuals with the tools to thrive in an interconnected world.

### EDUCATION

#### Certification in Diversity & Inclusion

eCornell University July 2018

Relevant coursework: *Counteracting Unconscious Bias, Diversity & Inclusion at Work, Fostering an Inclusive Climate, Improving Engagement*

#### Master of Science, Clinical & Applied Nutrition

Summa Cum Laude July 2010

New York Chiropractic College,  
Seneca Falls, NY

Relevant coursework: *Critical Evaluation of Nutrition Literature, Experimental Analysis, Nutrition Assessment*

#### Certification for Secondary Education in Theatre Arts

July 2005

Maryland State Department of Education, Annapolis, MD and  
Trinity College, Washington D.C.

Relevant coursework: *Human Growth & Development, Classroom Management, Standardized Tests: Selection & Interpretation*

#### Bachelor of Science, Theatre Arts

Magna Cum Laude May 1999

Towson University, Towson, MD

Relevant coursework: *Cultural Diversity in Theatre, Cultural Anthropology, Women's Words/Women's Lives, Wellness in a Diverse Society, Sociology, Psychology*


 [saravacin@gmail.com](mailto:saravacin@gmail.com)

 131 Tracy Avenue  
Batavia, NY 14020

 [www.glowout.org](http://www.glowout.org)

 [www.saravacin.com](http://www.saravacin.com)

 716-803-0901

 <https://www.linkedin.com/in/saravacin/>

### EXPERIENCE

#### ▼ GLOW OUT! | GENESEE, LIVINGSTON, ORLEANS, & WYOMING COUNTIES, NY

##### ● EXECUTIVE DIRECTOR April 2022 – Present

- Partner with Directors of Mental Health and Community Services across Genesee, Livingston, Orleans, and Wyoming (GLOW) counties to establish the executive director.
- Expand the role by increasing board membership, implementing operational procedures, managing daily operations, and delivering community Safe Zone programs and education across four counties.
- Establish LGBTQ+ youth drop-in centers in 2023 and programs to support Gender and Sexuality Alliance advisors and members.
- Secure Anti-Stigma Grant through the NYS Office of Mental Health to develop an LGBTQ+ theatre troupe debuting in spring 2025 and an open curriculum addressing stigma and suicide prevention.
- Organize and facilitate the Safe Zone for Students Conference in spring 2023, certifying 75 students from all four GLOW counties.
- Create Act Out!, a youth leadership program that successfully hosts high-impact events like Karaoke Night, Gayme Nights, overnight lock-ins, and leadership training sessions.
- Orchestrate the *Rainbow Resilience Conference* at Genesee Community College in April of 2024 to provide mental health anti-stigma and suicide prevention training to 55 middle and high school students.
- Execute the *Age-Friendly Grant*, funded by the Health Foundation of Western and Central New York, to create comprehensive programming for LGBTQ+ individuals aged 55+, including intergenerational exchanges.
- Collaborate with GLYS of WNY and Niagara Pride to secure funding from M&T Bank, enabling Act Out! members to be compensated for their contributions to an advisory group beginning in 2025.
- Partner with Genesee Valley BOCES to deliver workshops and events, including *GSA Kickoff Day!*, *Understanding Our Transgender and Gender Non-Conforming Students*, and *Safe Zone for Schools* to over 200 educators and administrators.
- Design compelling promotional and educational materials and launched the organization's website: [www.glowout.org](http://www.glowout.org).

EXPERIENCE (CONT'D)

- **ROCHESTER EDUCATION JUSTICE INITIATIVE | ATTICA, WYOMING & GROVELAND CORRECTIONAL FACILITIES**
- **ADJUNCT INSTRUCTOR** *June 2021 – Present*
  - Design and deliver engaging curriculum tailored to incarcerated students, fostering critical thinking and cultural competency skills, through the teaching of:
    - *Introduction to Healthful Living*
    - *Career and Education Planning*
    - *Introduction to Human Relations*
  - Mentor students in navigating personal and professional growth, promoting self-efficacy and lifelong learning.
  - Collaborate with correctional staff and educational institutions to ensure a structured and supportive learning environment.
  - Adapt instructional strategies to diverse learning abilities and unique classroom challenges, balancing academic rigor with the realities of prison education.

- **COMMUNITY ACTION OF ORLEANS AND GENESEE | ALBION, NY**
- **DIVERSITY & INCLUSION CONSULTANT** *June 2019 – June 2023*

- Extensively collaborated with Head Start leadership to strategize and deliver a three-year Cultural Competence initiative to 100+ employees.
- Successfully created and delivered customized trainings in:
  - *Introduction to Improving Cultural Competence at Head Start*
  - *Understanding and Disrupting Implicit Bias*
  - *Lessons from Covid-19: Understanding and Appreciating Others*
  - *The Impact of Social Inequities on Children*
  - *No Longer a Bystander: Strategies for Interrupting Bias*
  - *Stereotypes, Prejudice, and You*
  - *Embracing 2022: Understanding Trends and Furthering Equity in the Classroom*
- Created diversity and inclusion surveys and analyzed them to guide curriculum and identify needs.
- Research bias specific to Early Childhood Education and identify educational resources.
- Craft inclusion coaching model, using educational discussions to grow from bias-related situations.

- **GENESEE COMMUNITY COLLEGE | BATAVIA, NY**
- **WOKE CLUB ADVISOR** *August 2018 – May 2020*

- Conceptualized and established popular student club, which served underrepresented groups.
- Coordinated diversity appreciation and cultural competence-building events (19 events in first year).
- Enthusiastically orchestrated attendance at conferences and day trips to culturally relevant places.
- Won the One GCC and Emerging Club awards at the 2019 Recognition of Excellence.

**DIVERSITY AND INCLUSION COORDINATOR** *March 2018 – May 2020*

- Diligently served as liaison to SUNY Office of Diversity, Equity, and Inclusion, managing and reporting on their Diversity and Inclusion Performance Improvement Fund project.
- Conceptualized, wrote, cast, and produced *The Case of Good Fit*, an implicit bias awareness video used to train employee hiring committees.
- Devised and launched the *Open Door Internship Program*, coordinating mentorship and professional development for interns from historically marginalized communities (six interns in two semesters).
- Efficiently created and documented procedures to recruit, hire, and supervise Open Door interns.
- Ambitiously established diversity calendar and coordinate monthly heritage programs.

TRAINING

<b>Suicide Concerns in Children Under 12</b> SafeSide UR Medicine	February 2025
<b>Telling Your Stories</b> New York Academy of Medicine	December 2024
<b>Reframing Aging</b> New York Academy of Medicine	July 2024
<b>Providing Equitable Care for LGBTQ+ Youth in Rural Communities</b> Nat. Council for Mental Wellbeing	September 2024
<b>Suicide Prevention in Rural Communities</b> SafeSide UR Medicine	August 2024
<b>Basic Compliance Training</b> Student Conduct Institute, State University of New York	October 2018
<b>Safe Zone, Train the Trainer</b> Out Alliance, Rochester, NY	September 2018

## EXPERIENCE (CONT'D)

### ● DIVERSITY AND INCLUSION COORDINATOR (CONT'D)

- Organized and led professional development and training sessions for students covering topics like implicit bias, cultural competence, allyship, disability awareness and appreciation, and gender bias, completing a total of 30 trainings across three semesters.
- Launched an LGBTQ+ education initiative by coordinating programs, creating online resources, and facilitating Safe Zone trainings that attracted significant attendance.
- Conducted focus groups focused on Safety and Inclusion, utilizing insights from these discussions and the Student Opinion Survey to suggest strategies aimed at enhancing retention for underrepresented students.
- Developed the *Urban Exchange Program*, which allowed faculty and staff to shadow colleagues and participate in cultural dialogues at Monroe Community College and the Fashion Institute of Technology.
- Played an active role in the Inclusive Excellence Committee by organizing two Social Justice Days, coordinating employee involvement in conferences, and inviting nationally recognized diversity experts to conduct professional development training.

### ● ADJUNCT FACULTY MEMBER

August 2015 – August 2020

#### BATAVIA CAMPUS AND \*ATTICA CORRECTIONAL FACILITY\*

- *\*Introduction to Healthful Living\**
- *\*Foundation of Academic Success\**
- *\*Intro to Human Services\**
- *\*Human Relations\**
- *\*Career and Educational Planning\**
- Intro to Theatre
- *Fundamentals of Acting*
- *Voice and Diction*
- Recognized as a featured author in *The Words of Wisdom*, an open educational resource utilized in First Year Experience courses.
- Directed a mainstage production of *A Midsummer Night's Dream*, mentoring numerous international students in effectively delivering and performing Shakespeare's work.

### ● NIAGARA COUNTY COMMUNITY COLLEGE | SANBORN, NY

#### ● ADJUNCT FACULTY MEMBER

January 2009 – December 2018

- *Nutrition and Health* (face-to-face, online, and hybrid formats)
- *Disabilities: Birth through Adolescence* (face-to-face & online formats)
- *Disabilities and Aging* (face-to-face)

#### ● PROGRAM DEVELOPER

May 2015 – December 2017

- Thoroughly researched and successfully implemented a Dietetics Studies Program.
- Diligently negotiated transfer pathways with Buffalo State University and Oneonta.
- Created announcements, proposals, and syllabi to secure SUNY approval.

#### ● DISABILITIES ADVOCATES CLUB ADVISOR

December 2013 – May 2015

- Energetically guided club led by students with disabilities, helping to facilitate fundraisers and campus-wide educational/advocacy events which included annual *Spread the Word* (R-word) campaign.
- Collaborated with People Inc. Young Adult Transitions Program members to increase feelings of inclusion on campus and to host a prom.

### ● HERITAGE CENTERS | BUFFALO, NY

#### ● HABILITATION SPECIALIST

November 2008 – January 2009

- Joyously cultivated life and social skills in adults with profound developmental disabilities.

### ● FRANZISKA RACKER CENTER | ITHACA, NY

#### ● COMMUNITY SUPPORT STAFF

January 2008 – June 2008

- ▼ • Taught life, social, and safety skills to adults and children with developmental disabilities.

## EXPERIENCE (CONT'D)

### ● WESTLAKE HIGH SCHOOL | WALDORF, MD

*August 2001 – June 2007*

#### ● PROGRAM DIRECTOR AND THEATRE ARTS TEACHER

- Composed and directed performances that honored Native American Heritage and Black History Month, while also teaching Theatre Arts I, II, III/IV, and Play Productions classes.
- Established the social issues theatre group Class Act, which performed for school audiences.
- Demonstrated efficiency, teamwork, and vision in directing 25 well-attended productions, including *Westside Story*, *Aida*, *Fiddler on the Roof*, *Bang, Bang You're Dead*, *Telling Wilde Tales* (Oscar Wilde's fairytales), and *Little Women*.
- Significantly boosted program enrollment, which led to the hiring of a third teacher.
- Effectively managed the technical operations of a busy theatre space and coordinated community usage.
- Developed the Play Productions and Advanced Theatre curriculums for the Charles County Board of Education.
- Organized traveling productions to the Charles County Nursing Home and Senior Center.
- Volunteered as the sponsor for the school chapter of the International Thespian Troupe, taking students to the international festival in Lincoln, Nebraska, and coordinating award banquets.

### ● GENESEE VALLEY OUTDOOR LEARNING CENTER | PARKTON, MD

#### ● EXPERIENTIAL AND OUTDOOR EDUCATOR

*June 1998 – November 1999*

- Guided team-building activities and provided environmental education for at-risk youth, corporate teams, and school groups.
- Created and implemented Native American summer camp curriculum.
- Employed both high and low ropes courses to promote personal growth and group development.

## VOLUNTEER WORK

### GLOW OUT! | BATAVIA, NY

*March 2019 – April 2022*

#### FOUNDING BOARD MEMBER & EDUCATION COMMITTEE CHAIR

- Pioneered first-ever Pride Parade in the GLOW (Genesee, Livingston, Orleans, and Wyoming) region with momentous turnout and participation.
- Successfully applied for the Restart NY Regrant Program, attaining full funding for Batavia's 2022 Pride Festival.
- Organized educational and social support events for LGBTQ+ members in the community and their allies.
- Collaborated with city leaders and GLYS WNY to fund and provide an LGBTQ+ Youth Drop in Center for the 2022-2023 academic year.

### YWCA OF GENESEE COUNTY | BATAVIA, NY

*February 2019 – November 2021*

#### STAND AGAINST RACISM PLANNING COMMITTEE MEMBER

- Co-created Inter-Advocacy group to facilitate community-based change to solve discriminatory practices impeding the retention of GCC students.
- Spearheaded inaugural rally, identifying resources, and promoting the message.
- Executed WOKE student participation as emcees, guest artists, and attendees at the Stand Against Racism Rally.

### GO ART!, GENESEE-ORLEANS ARTS COUNCIL | BATAVIA, NY

*December 2016 – December 2019*

#### GRANT REVIEWER

- Served on committees allocating NYS Restart grants for innovative and valuable community art projects.

VOLUNTEER WORK (CONT'D)

Third Prison from the Sun Theatre Group | Attica Correctional Facility

Program Developer and DirectorMarch 2016 – July 2018

- Cultivated a safe, transformative space for all-male group to explore theatre.
- Developed, wrote, and facilitated NY Dept. of Corrections and Community Supervision approved curriculum.

AWARDS

- |  |                        |
|--|------------------------|
| • Meredith Menier Hope Award, GOW Suicide Prevention Taskforce                 | 2024                   |
| • GRIT Award, GLOW Women Rise  | 2020                   |
| • Inclusive Excellence Award, Genesee Community College                        | 2019                   |
| • Extra Mile Award, Niagara County Community College                           | 2013                   |
| • Notable Achievement, Who's Who in American Colleges and Universities         | 2010                   |
| • Excellence for Minority Achievement Merit Award, MD State Dept. of Education | 2006                   |
| • Distinguished Teacher, Who's Who Among American Teachers                     | 2003, 2004, 2005, 2006 |
| • Most Unique Teacher, Westlake High School                                    | 2002, 2003, 2004, 2005 |

