

DERRICK M. FLEMING, JR. (HE/THEY)

(773) 344-5380 ▪ dfleming1987@gmail.com ▪ www.linkedin.com/in/dfleming1987 ▪ Chicago, IL

NONPROFIT & PROJECT MANAGEMENT PROFESSIONAL

Equity Leader ▪ Project Management ▪ Operations & Systems ▪ Stakeholder Engagement ▪ Community Leader & Influencer ▪ Speaker & Coach

SUMMARY:

Nonprofit Professional with over 10 years of experience in youth development & mentorship; 8+ years of project management, coaching, and training experience; and 6+ years of program & people management experience. Launched, managed, and supported city and nationwide programs for nearly 100,000 youth and have personally led hundreds of students to execute post-secondary plans. Supervised and curated programming for first-generation students and/or students from low-income communities with goals of attending highly selective 4-year colleges/universities, where 83% of students graduate from college within 4-6 years. Implemented and led professional development training's, such as emotional intelligence, project management, teambuilding, and others; resulting in staff growth, retention, and promotion and grew my team from 3 to 10 full-time staff and 75% of those staff were promoted within 1-2 years. Lastly, co-managed organizational restructuring and led program growth/expansion that met students, their families, and our communities with necessary resources while supporting their individual growth in the process.

SKILLS:

Management & Operations:

- Project Management
- Program Development & Evolution
- Program Growth & Expansion
- Partnerships & Stakeholders Engagement
- Budget Development & Management
- Corporate Event & Logistical Planning
- Community Outreach & Organizing
- Knowledge Management
- Continuous Improvement

Education & Speaking:

- College Access & Success
- Youth Development Specialist
- Mentorship & Post-Secondary Preparation
- Youth & Family Engagement
- Job & Career Development Training
- Clinical Counseling & Violence Intervention
- Inspirational & Motivational Speaker
- Facilitator, Trainer, Coach, & Lecturer
- Skilled Researcher

PROFESSIONAL EXPERIENCES:

Chicago Scholars (Foundation); Chicago, IL

Managing Director, Year One Programs & College Access

Director, College Access

June 2018 – Present

July 2017 – June 2018

- Provides equity driven strategic direction to ensure high engagement of 600-700 high school seniors with an average 3.5 GPA representing 110+ unique Chicago high schools and all 77 Chicago communities.
- Ensure we are using our data informed best practices and continuous improvement culture to achieve and execute program outcomes; where 100% of students apply to 5 or more selective colleges annually by November 30th; and where 95% of our students had a matriculate status to attend the best match, fit, and financial-fit colleges/universities around the country annually by August 1st.
- Oversees partnership management for our 190+ and growing college partners where nearly 40% of those college partners provide full demonstrated financial need to our first-generation students and/or students for low-income communities. Additionally, overseeing relationship management of 30+ community-based organizations that aid in the recruitment of 1,300-1,500 students who apply to our program annually.
- Manages a team of 9-10 full-time employees, 10-40 contractual/part-time employees, and 2-3 interns that represents two departments, four sub teams, and a program/event annual budget between \$250,000 to \$1,000,000.

TGEL Enterprises / Derrick The Gent Brand; Chicago, IL

Senior Consultant, Lead Speaker, & Founder

January 2016 – Present

- Serves as the Senior Consultant and Lead Speaker of a social enterprise consulting and partnerships firm focusing on project management and coaching, where 10% of all monies earned goes to providing free youth and family development training workshops/experiences in Chicago and around the country. Additionally, we provide monetary financial assistance from our goods & services and crowd fundraising efforts to underserved youth pursuing their higher education and/or youth uplifting their local communities. To date, over 25,000 youth and their families have been supported both directly and indirectly by our gifts and services.
- Led projects/workshops/lectures/events for New York University, University of Illinois – Chicago, Chicago Public Schools, Chase Bank, One Goal Graduation, MHA Labs, Sunshine Enterprises, and others to support youth, professionals, and communities both locally and nationally.

Youth Guidance; Chicago, IL

Program Supervisor, Becoming A Man (BAM) Program

August 2015 – June 2017

Counselor, Becoming A Man (BAM) Program

August 2013 – August 2015

- Managed male clinical counseling, intervention, and mentorship programs in conjunction with Chicago Public Schools serving 9th – 12th grade students across three high schools; and directly impacted nearly 500 students and indirectly supported another 4,000 students at dozens of Chicago elementary and high schools.
- Developed innovative programmatic events/activities (i.e., national college & cultural tours and city-wide student engagement events/activities) and assisted in the coordination of school-based data collection and program evaluation (Randomized Control Trial - RCT) initiatives that resulted

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in a 50% reduction in violent crimes, 35% reduction in overall crimes, and 19% increase in high school graduation rates for program participants: leading to program growth and expansion around the city and country.

- Supervised a staff of 6-8 counselors/intervention specialists and 2-4 interns/support staff with a program/events budget of \$80,000-\$160,000; to ensure we provided direct counseling and/or support services to students within agency policies, procedures, and programs.

Metropolitan Family Services; Chicago, IL

Mentorship Program Coordinator & Academic Coach (*Upward Bound*)

July 2013 – December 2015

Academic Coach & Youth Development Specialist

January 2011 – January 2012

- Coordinated and identified individuals who would serve as exceptional mentors and advocates to youth ages, 16–21-year-old involved in the juvenile justice system; the goal was to prevent re-incarceration and re-arrest through mentorship, job readiness training, paid work experience, job placement, tutoring, and community service.
- Supported high school seniors through a rigorous college application process, while teaching 21st Century Learning Skills. This resulted in 85% of students matriculating to their first year of college.
- Co-Supervised Chicago Public School students in grades 2nd and 6th at Fort Dearborn Elementary School in an after-school program designed to improve students' test scores using an online tutoring service; students saw gains in reading and math scores by 2-4 points.

The White House, Washington, DC

Advance Associate, Office of Scheduling and Advance

May 2012 – July 2013

Scheduling & Advance Intern, Office of Scheduling and Advance

January 2012 – May 2012

- Advanced (Project Managed) and staffed official and political events of a few dozen to over 20,000 attendees both locally and nationally for the President of the United States of America (Obama-Biden Administration).
- Convened and collaborated with both local and federal governmental officials, media outlets, and local constituents to ensure events/activities were in alignment with official White House internal and external protocols and procedures.

RELATED EXPERIENCES:

Thrive Chicago & The Obama Foundation; Chicago, IL

Sept. 2019 – Present

My Brother's Keeper (MBK) Chicago Action Team Member

- Serves as a core member to provide "big-picture" strategies and tactical decisions to create high quality services and initiatives for 350,000+ Chicago youth, but especially boys and young men of color.

100 Black Men of Chicago; Chicago, IL

May 2019 – Present

Education Chair (*Appointed Jan. 2021*) & Chapter Member

- Sets the vision and leads a team to achieve goals and initiatives related to advancing educational opportunities for Chicago youth, especially black male youth. Manages the execution of the annual College Scholarship Fair (CSF) that supports and provides opportunities to nearly 5,000.

National Partnership for Educational Access; Boston, MA

May 2018 – Present

National Conference Planning Committee Member

- Serves as a national representative and event/logistics/curator/supporter for annual national conferences with an attendee count of 500-1,000 guests from around the country.

Youth Guidance; Chicago, IL

Sept. 2017 – Present

Associate Board Member & Membership Engagement Co-Chair

- Serves as an advocate and brand champion, representing the organization to individuals and various groups.
- Co-Lead for board members engagement activities to help increase philanthropic gifts; both in-kind and monetary.

Urban Male Network; Chicago, IL

Nov. 2014 – Dec. 2020

Founding Board Member

- Orchestrated the development of best practices for sustainability and growth of the organization; that has resulted in program expansion, going from serving 1 high school to serving 4 high schools on the westside of Chicago and growing.

EDUCATION & CERTIFICATES:

University of South Florida; Tampa, FL (Online)

March – May 2021 (Issued June 2021)

Certificate in Diversity, Equity, and Inclusion in the Workplace

Spertus Institute of Jewish Studies; Chicago, IL

Sept. 2012 – August 2013

Master of Science: Nonprofit/Public/Organizational Management (*Accelerated Two-Year Program*)

Alabama State University; Montgomery, AL

August 2006 – Dec. 2010

Bachelor of Arts: Communications (*TV & Film*)

ADDITIONAL AFFILIATIONS:

Surge Institute (2020 Fellow); National College Attainment Network (NCAN); Illinois Association for College Admission Counseling (IACAC); The Landmark Forum; Peer Forward/College Summit (Alumni & Former Staffer), Obama – White House Internship Alumni Network (WHIAN); Alpha Kappa Psi Professional Business Fraternity, Inc.; Alabama State University – Chicago Alumni Chapter (Chapter Recording Secretary), and New Life Covenant Church Southeast (Former Ministry Leader).