



# XAVIER GRAVES

ADVOCATE – FACILITATOR – LEADER

## SKILLS

- Program Development
- Youth Mentorship/Development
- Trauma Informed
- Community Engagement/Outreach
- Skilled Trainer
- Meeting/ Group Discussion Facilitator
- Team Leadership

## WORK EXPERIENCE

### EXECUTIVE DIRECTOR – RESTORATIVE JUSTICE INSTITUTE OF OKLAHOMA

SEPT 2021–PRESENT

#### ROLES/RESPONSIBILITIES

- FACILITATE RESTORATIVE JUSTICE TRAINING
- RESTORATIVE JUSTICE CIRCLE FACILITATOR
- CURRICULUM DEVELOPMENT
- BUILD COMMUNITY PARTNERSHIPS TO REACH RJIOK'S MISSION AND SERVE OKLAHOMA'S COMMUNITIES
- LEAD ORGANIZATION THROUGH A PILOT PROGRAM IN NORTH TULSA TO INCREASE COMMUNITY SAFETY BY INCREASING THE COMMUNITY'S ABILITY TO RESOLVE CONFLICTS THROUGH CIRCLES AND REDUCE CALLS TO POLICE
- RECRUIT AND TRAIN RJ/TJ PRACTITIONERS
- BUILD ORGANIZATIONAL INFRASTRUCTURE FOR SUSTAINABILITY

### ACADEMIC COACH– CROSSOVER PREPARATORY ACADEMY

AUGUST 2020 – FEBRUARY 2022

#### WORK ACCOMPLISHMENTS

- 100% STUDENT PROMOTION RATE TO NEXT GRADE LEVEL.
- LEAD AND DEVELOPED SCHOOL HONOR COUNCIL TO PROMOTE RESTORATIVE PRACTICES IN MAJOR SCHOOL INFRACTIONS. AS A RESULT, MORE STUDENTS RECEIVED IN-SCHOOL COUNSELING SERVICES RATHER THAN OUT-OF-SCHOOL SUSPENSIONS.
- LEAD AND DEVELOPED SUPPORT GROUPS WITH A RESTORATIVE COMMUNITY CIRCLES FORMAT TO GIVE MALE STUDENTS A PLACE TO DISCUSS AND NAVIGATE DIFFERENT PARTS OF THEIR LIFE AND IDENTITY.

#### ROLES/RESPONSIBILITIES

- CARRY A CASELOAD OF STUDENTS SUPERVISING THEIR STUDIES AND ADVOCATING FOR THEIR ACADEMIC AND SOCIAL NEEDS.
- TRACK ACADEMIC PROGRESS AND COMMUNICATE INFORMATION TO THE PARENTS OF STUDENTS.
- COLLABORATE WITH STUDENTS TO IDENTIFY STRENGTHS AS WELL AS AREAS OF GROWTH.
- LEAD MONTHLY BOOK CLUBS TO IMPROVE LITERACY SKILLS AND PASSIONS FOR READING.
- MEET WITH STUDENTS TO DISCUSS EDUCATIONAL AND PERSONAL GOALS AND EXPECTATIONS.
- CONDUCTED A RESEARCH PROJECT THAT WILL IMPLEMENT AN EVIDENCE-BASED SYSTEM TO ENSURE STUDENTS WHO STRUGGLE ACADEMICALLY AND BEHAVIORALLY WILL HAVE PREVENTION AND INTERVENTION RESOURCES AND SERVICES.

## EDUCATION

### **Bachelor of Arts in Organizational Leadership**

Southern Nazarene University–  
Tulsa, OK August 2021

### **Master of Social Work**

University of Oklahoma– Tulsa, OK  
May 2024

## AFFILIATIONS

### **New Leaders Council of Oklahoma Chapter**

- 2021 Fellow
- 2021 Fundraising Co-Chair

### **AmeriCorps**

- VISTA Alumni

### **OU School of SW**

- Ruth Knee Fellow
  - Writing a scoping review of the intersection of the BLM movement and restorative justice

### **My Brothers Keeper**

- Work Group Co-chair
  - Work group to eliminate suspensions and expulsions for early childhood in Tulsa,OK

## VOLUNTEERISM

### **New Leaders Council of Oklahoma Chapter**

- 2021–2022 Co-Director

### **Teach Not Punish**

- Community Engagement Committee

# XAVIER GRAVES

ADVOCATE – MENTOR – LEADER

## EDUCATION WRITINGS- 7+ PAGE PAPERS

### EVIDENCE-BASED FAMILY PRACTICES TO REDUCE JUVENILE RECIDIVISM.

A RESEARCH ARTICLE LOOKING AT TWO OF THE MOST PREVALENT EVIDENCE-BASED PRACTICES (MULTISYSTEMIC THERAPY AND FUNCTIONAL FAMILY THERAPY) THAT REDUCE RECIDIVISM FOR JUVENILE OFFENDERS BY WORKING WITH THEIR FAMILY SYSTEM. THIS ARTICLE INCLUDED A REVIEW OF THE LITERATURE, AN ANALYSIS OF COMMUNITY RESOURCES IN TULSA, OK, AND A VISION OF HOW THE PRACTICES CAN BE FURTHER USED TO MAKE A LARGER IMPACT IN THE COMMUNITY.

### SOCIAL PROBLEMS AND SOLUTIONS PAPER. PROFESSIONAL SOCIAL WORK – NOVEMBER 28, 2021.

AN ESSAY ABOUT THE SOCIAL PROBLEM OF THE SCHOOL TO PRISON PIPELINE (STPP). THE PAPER INCLUDED A LITERATURE REVIEW OF THE PROBLEM, THE POPULATION MOST IMPACTED BY THE STPP, EVIDENCE-BASED PRACTICES TO RESOLVE THE ISSUE, AND THE ROLE SOCIAL WORKERS CAN PLAY IN SOLVING THE PROBLEM.

### IMPLICIT BIAS PAPER. DIVERSITY AND SOCIETAL OPPRESSION – OCTOBER 30, 2021.

AN ESSAY THAT INCLUDED A LITERATURE REVIEW ON HOW IMPLICIT BIASES SHOWS UP IN OUR EDUCATION SYSTEM. AS WELL AS MY EXPERIENCE RECOGNIZING MY IMPLICIT BIAS WITH IMPLICIT ASSOCIATION TESTS AND A PLAN TO WORK TOWARDS ENSURING MY BIASES DO NOT CAUSE HARM IN THE FIELD.

### IMPLEMENTING AN INTERCONNECTED SYSTEMS FRAMEWORK AT CROSSOVER PREPARATORY ACADEMY.

**SENIOR RESEARCH PROJECT – AUGUST 12, 2021.**  
AFTER COMPLETING A LITERATURE REVIEW ON PBIS AND MTSS, I SURVEYED THE STAFF AT A PRIVATE MIDDLE AND HIGH SCHOOL TO SEE THE NEED, BUY-IN, AND NEXT STEPS TO DETERMINE IF AN EVIDENCE-BASED ACADEMIC AND BEHAVIORAL SUPPORT PROGRAM WOULD SUIT THE SCHOOL.

### I SEE YOU: DEI HUMAN RESOURCES – APRIL 22, 2021.

AN ESSAY DISCUSSING THE THREE PARTS OF DEI, DIVERSITY, EQUITY, AND INCLUSION, AND HOW DEI IS A VITAL COMPONENT FOR EVERY ORGANIZATION'S HUMAN RESOURCE DEPARTMENT.

### RACE AND TRAUMA: A LIFE LEARNING PAPER PERSONAL AND PROFESSIONAL DEVELOPMENT JUNE 18, 2020.

AN ESSAY SUMMATING MY KNOWLEDGE OF RACE AND TRAUMA THROUGH LIVED EXPERIENCES AND RESEARCH. THE ESSAY WAS BROKEN DOWN INTO FOUR SECTIONS: CONCRETE EXPERIENCES, OBSERVATIONS AND REFLECTIONS, CONCEPTS AND GENERALIZATIONS, AND APPLICATIONS TO NEW SITUATIONS. IN THIS ESSAY I WAS ALLOWED TO PUT INTO WRITING MY RACIAL IDENTITY DEVELOPMENT NARRATIVE.

### EXECUTING HUMAN VALUE PUNISHMENT IN THE U.S.- OCTOBER, 2019.

A RESEARCH PAPER STUDYING THE THROUGHLINE OF CAPITAL PUNISHMENT AND RACISM IN AMERICA. THIS ESSAY SEEKS TO HIGHLIGHT THAT CAPITAL PUNISHMENT IS ONLY A SYMPTOM OF AMERICA'S DEEPER ISSUE, AMERICA'S DEVALUING OF HUMAN VALUE.

## WORK EXPERIENCE

### OPERATIONS MANAGER- ONE HOPE TULSA

AUGUST 2019 – MARCH 2020

#### **WORK ACCOMPLISHMENTS**

- LAUNCHED A LUNCH AND LEARN INITIATIVE THAT LED TO AN INCREASE IN DONATIONS, VOLUNTEERS, AND COMMUNITY PARTNERS.

#### **ROLES/RESPONSIBILITIES**

- OVER SAW PROGRAMS THAT WERE DESIGN TO BUILD RESILIENCE AND HOPE IN STUDENTS THAT HAVE EXPERIENCED TRAUMA THROUGH AFTER-SCHOOL PROGRAMS AND PEER-MENTORSHIP GROUPS.
- LED MEETINGS TO TRAIN AND DEVELOP STAFF.
- ANALYZED PROGRAM STRENGTHS, WEAKNESSES, OPPORTUNITIES, AND THREATS IN ORDER TO BUILD CAPACITY AND REACH GOALS.
- ENGAGED WITH EMPLOYEES AND VOLUNTEERS TO ESTABLISH PERSONAL AND PROFESSIONAL GOALS. THIS LED TO A MORE MOTIVATED AND ENGAGED CULTURE AND TEAM.

### PASTOR OF YOUTH AND DISCIPLESHIP – KALEO CHURCH TULSA

APRIL 2016 – OCTOBER 2019

#### **ROLES/RESPONSIBILITIES**

- WORKED WITH AND LED DIVERSE TEAMS AND MANAGED VOLUNTEERS.
- WROTE YOUTH AND CHURCH SMALL-GROUP CURRICULUM.
- CARRIED OUT SPIRITUAL AND EMOTIONAL CARE FOR THE CONGREGATION OF 50+ INDIVIDUALS.
- TAUGHT AND MENTORED YOUTH AGES 13 TO 19 OF PRIMARILY BLACK STUDENTS. TO PROMOTE POSITIVE SELF-ESTEEM, SPIRITUAL HEALTH, AND IMPROVE SOCIAL SKILLS.

### AMERICORPS VISTA- MEALS ON WHEELS OF METRO TULSA

AUGUST 2018 – AUGUST 2019

#### **WORK ACCOMPLISHMENTS**

- CO-LED THE DEVELOPMENT OF A NEW PROGRAM TO PROVIDE WRAP-AROUND CARE FOR CLIENTS. THAT PROGRAM NOW RUNS SUCCESSFULLY, PROVIDING SERVICES FOR 1,000+ CLIENTS UNDER A 5 FTE TEAM.
- DEVELOPED SURVEY TOOLS AND COMMUNITY OUTREACH STRATEGIES THAT LED TO THE HIGHEST RESPONSE IN CLIENT FEEDBACK IN HISTORY OF THE ORGANIZATION.

#### **ROLES/RESPONSIBILITIES**

- ANALYZED, RESEARCHED, AND DEVELOPED BEST PRACTICES FOR ANCILLARY PROGRAMS OF THE ORGANIZATION.
- DEVELOPED MULTIPLE PROGRAM CASE FOR SUPPORT
- HELPED IDENTIFY AND BUILD COMMUNITY PARTNERSHIPS.
- WROTE A GRANT TO EXPAND PROGRAM CAPACITY.
- TRANSFERRED DATA AND FILES FROM OUTDATED SYSTEM TO A SECURE CLOUD LOCATION.
- TRAINED STAFF ON ACCESSING, SAVING, AND WORKING WITH FILES ON CLOUD LOCATION, WITH REFERENCE GUIDES.