Gwendolyn R. Miller, M.S.Ed.

EXPERT WITNESS | RACIAL MICROAGGRESSIONS | UNCONSCIOUS BIAS | DISCRIMINATION | DEI

Addressing Racial Microaggressions, LLC (ARM)

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PROFESSIONAL PROFILE

Expert witness, consultant, educator, and researcher specializing in racial microaggressions, implicit and unconscious bias, racial discrimination, diversity, equity, and inclusion, and identity-based dynamics in educational, nonprofit, corporate, and workplace settings. Provides record-based analysis, fact-specific assessment, expert-report development, consultation with counsel, and deposition testimony. Applies specialized education, research, professional instruction, and consulting experience to evaluate communications, policies, organizational practices, and alleged discriminatory conduct. Through Addressing Racial Microaggressions, LLC (ARM), supports companies, nonprofit organizations, educational institutions, counsel, and decision-makers seeking clear, evidence-grounded analysis of microaggressive dynamics and organizational context.

AREAS OF EXPERTISE

- Racial microaggressions, including microinsults, microinvalidations, and related forms of subtle discrimination
- Implicit and unconscious bias; racial discrimination
- Workplace and educational microaggressions
- Diversity, equity, and inclusion practices
- Organizational policies, communications, culture, and practices
- Record and document review; fact-specific assessment
- Expert opinion development, expert reports, consultation with counsel, and deposition testimony
- Race-related stress, racial battle fatigue, and the organizational effects of repeated microaggressions

EXPERT WITNESS AND LITIGATION CONSULTING EXPERIENCE

Serves in testifying and non-testifying roles for plaintiffs and defendants. Selected matters include expert reports, deposition testimony, record review, analysis, and consultation involving microaggressions, discrimination, implicit bias, and organizational practices.

Matter	Role	Retaining Firm	Date
Sonia Gonzalez v. Whittier College — BC691295/B303364	Defendant's testifying expert; deposition	Anderson, McPharlin & Conners, LLP	Sep. 20, 2019
Craig Robinson and Kelly Robinson v. University School of Milwaukee — 22-CV-002488	Plaintiffs' testifying expert; report	Ropes & Gray LLP	Oct. 6, 2020
Jane Doe v. Lexington Catholic High School, et al. — 16-CI-2998	Plaintiff's testifying expert; report	Arnold & Miller, PLC	Feb. 12, 2021
Shella Simbulan, et al. v. Northwest Hospital and Medical Center — 851144	Plaintiffs' testifying expert; report	Pfau Cochran Vertetis Amala PLLC	June 8, 2023
Craig Black v. City of Wilmington	Plaintiff's expert witness; report	Allen Labor Law / Allen & Associates	Feb. 2, 2025
Craig Black v. City of Wilmington	Plaintiff's testifying expert; deposition	Allen & Associates	Mar. 7, 2025
Ernest Mackey Jr. v. Walmart Inc. — A-24-901293-C	Plaintiffs' testifying expert; deposition	The Cottle Firm	June 2026
Lorrie Grant, et al. v. American Trucking Associations, Inc. — 1:25-cv-02765	Plaintiffs' testifying expert; report	Smouse & Mason, LLC	July 8, 2026
Lorrie Grant, et al. v. American Trucking Associations, Inc. — 1:25-cv-02765	Plaintiffs' testifying expert; deposition scheduled	Smouse & Mason, LLC	Dec. 2026
Sophia Holman v. Robert Half International, Inc. — 21STCV26041	Defendant's consulting expert; analysis and consultation	Hunton Andrews Kurth LLP	Not specified
Dr. Surya Pierce v. UNM Medical Group, Inc., et al. — D-202-CV-2024-09637	Plaintiffs' expert witness; report in progress	Conklin, Woodcock, Ziegler & Hazlett, P.C.	In progress

EDUCATION AND PROFESSIONAL CREDENTIALS

Master of Science in Education, Interdisciplinary Studies of Human Development — University of Pennsylvania, Graduate School of Education, Philadelphia, Pennsylvania

Commonwealth of Pennsylvania Professional Certificate — University of Pennsylvania, Graduate School of Education, Philadelphia, Pennsylvania

Bachelor of Liberal Arts, Joint Program — Case Western Reserve University, Cleveland, Ohio

Bachelor of Music — Cleveland Institute of Music, Cleveland, Ohio

Diversity and Inclusion for HR Certificate — Cornell University, Ithaca, New York

RESEARCH AND SCHOLARLY EXPERIENCE

Research Assistant, Racial Socialization & Racism Experiences — University of Pennsylvania, Graduate School of Education, Philadelphia, Pennsylvania

- Research concentration includes racial microaggressions, racial socialization, racism-related stressors, racial battle fatigue, educational environments, workplace dynamics, and organizational practices.
- Applies established microaggression frameworks and identity-based bias concepts to documentary records, communications, policies, testimony, and fact-specific organizational contexts.

PEER-REVIEWED PUBLICATION

Coleman-King, C., Adams-Bass, V., Bentley-Edwards, K., Thomas, D., Thompson, C., Michael, A., Miller, G., Charity-Parker, B., & Stevenson, H. (2021). *Got Skillz? Recasting and Negotiating Racial Tension in Teacher-Student Relationships Amidst Shifting Demographics*. Social Sciences, 10(3), 99. https://doi.org/10.3390/socsci10030099

TEACHING AND PROFESSIONAL INSTRUCTION

Head Program Instructor, Leading Diversity, Equity, and Inclusion — 2U / Northwestern University Short Course

Head Program Instructor, Women in Leadership: Overcoming Obstacles to Success — 2U / University of Toronto, Rotman School of Management Short Course

Instructor, Certified Diversity Executive (CDE) Course — The Institute for Diversity Certification

Instructor, Certified Diversity Professional (CDP) Course — The Institute for Diversity Certification

Teaching Assistant, Psychology of African Americans — University of Pennsylvania, Graduate School of Education

SELECTED CONSULTING ENGAGEMENTS

Provides specialized consultation to schools, businesses, and nonprofit organizations on racial microaggressions, bias, DEI, and related organizational practices. Selected clients include:

- Indian River School District, Selbyville, Delaware
- The PEAL Center, Pittsburgh, Pennsylvania
- Cape Henlopen School District Administrators, Lewes, Delaware
- Jewish Family Services of Delaware, Lewes, Delaware
- SunShower Learning, Ashland, Oregon

SIGNATURE TRAINING PROGRAMS

Addressing Microaggressions in Education

Examines the lived experiences of students of color, strategies for managing racism-related stressors, and recommendations for cultivating positive interethnic relationships between students and educators.

Racial Microaggressions in the Workplace

Provides employees and managers with an evidence-informed overview of racial microaggressions and their effects, supported by case studies, role-playing exercises, and guided discussion.

Microaggressions in the Workplace: Race, Gender, and Sexual Orientation

Addresses identity-based microaggressions in workplace settings, including dynamics related to race, gender, sexual orientation, and disability.

SELECTED WORKSHOPS AND CLIENT PRESENTATIONS

2026. *Addressing Racial Microaggressions in the Workplace*. Association for Living History, Farm and Agricultural Museums; Zoom presentation.

2022. *Addressing Racial Microaggressions in Our Schools*. Indian River School District Administrators; Selbyville, Delaware.

2022. *Addressing Racial Microaggressions in the Workplace*. Community Action Association of Pennsylvania; Harrisburg, Pennsylvania.

2020. *Addressing Racial Microaggressions in the Workplace*. Jewish Family Services of Delaware; Lewes, Delaware.

2020. *Diversity, Equity, and Inclusion: Six-Part Series*. The PEAL Center; Pittsburgh, Pennsylvania.

2020. *Addressing Racial Microaggressions in Our Schools*. Cinnaminson High School; Cinnaminson, New Jersey.

2019. *Diversity, Equity, and Inclusion: Six-Part Series*. League of Women Voters of Delaware.

2019. *An Introduction to Addressing Racial Microaggressions in Our Schools*. Indian River School District Administrators; Selbyville, Delaware.

2019. *An Introduction to Addressing Racial Microaggressions in Our Schools*. Cape Henlopen School District Administrators; Lewes, Delaware.

2019. *Empower Yourself: Learn About Racial Microaggressions*. Southern Delaware Alliance for Racial Justice Town Hall Meeting on Racism and Anti-Semitism; Lewes, Delaware.

2017–2018. *A Racial Microaggressions Intervention: Addressing Racial Microaggressions in Our Schools*. Cheltenham School District; Elkins Park, Pennsylvania.

2017. *Addressing Racial Microaggressions in Our Schools*. Nativity Preparatory School of Wilmington; Wilmington, Delaware.

2017. *Addressing Racial Microaggressions in Our Schools*. West Oak Lane Charter School; Philadelphia, Pennsylvania.

2017. *Addressing Racial Microaggressions in Our Schools*. St. Edmond's Academy Preparation; Wilmington, Delaware.

2016. *Addressing Racial Microaggressions in Our Schools*. New Jersey Network to Close the Achievement Gaps: Diverse Student Learners and School Culture Workshop; Mullica Hill, New Jersey.

2016. *Addressing Racial Microaggressions in Our Schools*. St. Elizabeth School; Rockville, Maryland.

2015. *Making the Invisible Visible: Addressing Racial Microaggressions in Our Schools*. Delaware Valley Consortium for Excellence & Equity; Philadelphia, Pennsylvania.

2015. *Addressing Racial Microaggressions in Our Schools*. Germantown Friends School; Philadelphia, Pennsylvania.

2014. *Addressing Racial Microaggressions in Our Schools*. Abington School District; Abington, Pennsylvania.

2014. *Making the Invisible Visible: Addressing Racial Microaggressions in Our Schools*. Long Island Consortium for Excellence and Equity; Westbury, New York.

2013. *Certified Diversity Executive Exam Preparation Courses*. Institute for Diversity Certification; McKinney, Texas, and Plainfield, Indiana.

2013. *Addressing Microaggressions in Education: Race, Gender, and Sexual Orientation*. Climate and Cultural Workshop, Germantown Friends School; Philadelphia, Pennsylvania.

SELECTED CONFERENCE PRESENTATIONS

2013. *Diverse Learner and School Culture Workshop: Making the Invisible Visible: Addressing Racial Microaggressions in Our Schools*. Delaware Valley Minority Student Achievement Consortium; Philadelphia, Pennsylvania.

2011. *Reducing Racial Microaggressions in African American Children's Education*. National Association of Independent Schools, People of Color Conference and Student Diversity Leadership Conference; Philadelphia, Pennsylvania.

2011. *Reconstructing African American Children's Education*. National Association for Multicultural Education, 21st Annual International Conference; Chicago, Illinois.

2011. *Reducing the Negative Effects of Racism-Related Stressors*. 12th Annual Curriculum and Pedagogy Conference; Canton, Ohio.

2009. *Career Choice, Your Choice, There Is No Limit*. Delaware Valley Minority Student Achievement Consortium Fall Conference; Philadelphia, Pennsylvania.

2008. *Typecasting 101: Re-scripting Black Student Reactions to Stereotyping*. American Psychological Association Convention; Boston, Massachusetts.

2008. *CARES: Can We Talk? Using Racial Socialization as an Intervention Tool to Encourage Academic and Social Success*. Winter Roundtable of Cultural Psychology and Education, Teachers College, Columbia University; New York, New York.

2007. *Where Do I Go from Here? Building a Bridge for White Educators*. Delaware Valley Minority Student Achievement Consortium Fall Conference; Philadelphia, Pennsylvania.

LEADERSHIP AND PROFESSIONAL SERVICE

- Board Member, Southern Delaware Alliance for Racial Justice, Lewes, Delaware
- Chair, Southern Delaware Alliance for Racial Justice Community Partnership with John Dickinson Plantation
- President, League of Women Voters of Delaware
- Board Member, Diversity, Equity, and Inclusion, League of Women Voters of the United States

- Board Member, Indian River School District Community Advisory Board
- Education Committee Member, Lieutenant Governor's Behavioral Health Consortium