

# Kryss Shane, PhD, LSW, LMSW (she/her)

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Referred to by The New York Times as “Leading LGBT+ Expert,” and known for helping organizations address unique Diversity, Equity, Inclusion, and Belonging (DEIB) needs. Earned Doctorate, 2 Master’s degrees, and 2 Licenses to practice mental healthcare, authored 4 books, creating global industry standards in business, education, and healthcare.

## AREAS OF EXPERTISE

Strategic Planning & Critical Thinking  
Client Needs Assessments & Surveys  
Research, Data Collection & Interpretation  
Organization Analysis & Recommendations  
Problem Resolution & Best Practices

DEIB Training & Facilitation  
Policy & Procedure Creation  
Change & KPI Measurement  
Industry Knowledge Development  
Verbal & Written Communication

Project Management  
Team Leadership  
Community Engagement  
Cross-Functional Collaboration  
Stakeholder Relationship Building

## BOOKS & SPEAKING ENGAGEMENTS

### Authored 4 Books, Setting Industry Standards

2020-Present

***The Medical Professional’s Guide to LGBT+ Inclusion: Creating a Workplace Culture that Nurtures a Welcoming, Inclusive, and Affirming Environment.*** Routledge, 2023.

***Creating an LGBT+ Inclusive University: A Practical Resource Guide for Faculty and Administrators.*** Routledge, 2022.

***Creating an LGBT+ Inclusive Workplace: The Practical Resource Guide for Business Leaders.*** Routledge, 2021.  
Ranked #1 on Amazon in “Business Ethics” and in “Gay & Lesbian Studies”

***The Educator’s Guide to LGBT+ Inclusion: A Practical Resource for K-12 Teachers, Administrators, and School Support Staff.*** Jessica Kingsley Publishers, 2020. Ranked #1 book “Best LGBT Books for Parents”

### Presented at 100+ International and National Conferences and Events

2010-Present

Highlights include:

- South by Southwest (SXSW), Austin, Texas
- International Council of Professors of Educational Leadership, Worldwide
- International Association of Eating Disorders Professionals Foundation, Worldwide
- Educational Leaders Without Borders, Athens, Greece
- PRIDE in Education, London, England
- Professional Convention Management Association (PCMA), San Francisco, California
- Diversity and Inclusion for the City of Philadelphia, Philadelphia, Pennsylvania
- National Association of Social Workers National Conference, Washington, D.C.

## MEDIA APPEARANCES

### World-Renowned “Leading LGBT+ Expert”

- Cast Member of TLC network’s hit television show “I Am Jazz” as transgender youth expert 2021-2022
- Profiled in 30+ publications as an International Expert in LGBT+ Inclusion 2019-Present
  - Highlights Include: Authority Magazine, Medium, Diversity for Social Impact, Thrive Global, Global DEI and Coaching Expert Directory Network, and Human Resources Today
- MediaVillage *LGBT+ Advancing* Columnist and Podcaster 2020-Present
  - Conducted 20+ interviews with international company leaders on topics of LGBT+ education (including terminology and inclusion), increasing allyship, and creating more inclusive workplaces
- Subject Matter Expert 2020-Present
  - Appeared as Guest on 25+ podcasts to discuss the impact and need of LGBT+ inclusion worldwide
- Written Interviews 2017-Present
  - Quoted in 100+ national publications as “Leading LGBT+ Expert” in topics including: LGBT+ Topics and Activism, Sex and Relationships, Physical and Mental Health, and Parenting.  
Highlights include: The New York Times, Rolling Stone, Time Magazine, People Magazine, Oprah Magazine, Huffington Post, Cosmopolitan, and ABC News
  - Quoted in publications in Albania, Canada, Germany, Nigeria, Russia, and S. America

## TRAINING & TEACHING EXPERIENCE

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### College Adjunct Professor & Lecturer

2018-Present

Faculty at 5 Social Work and Psychology Departments, teaching 35 unique courses throughout the graduate and undergraduate programs

**Columbia University**, 2018-Present

**University of Massachusetts Global**, 2019-Present

**National Louis University**, 2020-Present

**Fordham University**, 2021-Present

**Metropolitan State University- Denver**, 2022-Present

- Deliver range of teaching, assessment activities, and tutorials to graduate and undergraduate learners
- Create new material for department courses to ensure and expand upon content and methods of delivery to meet mandated learning objectives
- Participate in program assessment and accreditation processes
- Supervise clinical work, advising on skills, methods, and techniques

### Webinars & Continuing Education Trainings

1996-Present

- Create and deliver trainings to 10,000+ people on variety of topic areas including:
  - LGBT+ terminology and current research
  - Importance of inclusion in K-12 schools, businesses, and higher education settings
  - Suicide and self-harm prevention
  - LGBT+ inclusion impact on employee retention and lessening of lawsuits
  - Allyship and activism during political times

## CLINICAL EXPERIENCE

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### Dual Licensed Social Worker (States of New York and Ohio)

2008-Present

*Specializing in LGBT+ identities and experiences*

- Direct clinical practice with individuals, couples, families, and groups in a range of therapeutic settings, diagnoses, and using various modalities to best meet the needs of each client

## EDUCATION

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**Ph.D. University of the Cumberlands**, Williamsburg, Kentucky, 2021

**Leadership; Concentration: Education**

Dissertation: "A Quantitative Study of the Relationship Between Leadership Style and Location, Race, LGBT+ Identity, and Safe Space Availability Among U.S. Higher Education Instructors"

**M.S. Western Governors University**, Salt Lake City, Utah, 2017

**Teachers College, Curriculum and Instruction**

**M.S.W. Barry University**, Miami Shores, Florida, 2010

**Social Work**

**B.S. The Ohio State University**, Columbus, Ohio, 2006

**Human Development and Family Sciences, specializing in Family Studies**

## PROFESSIONAL AFFILIATIONS

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- Health Professionals Advancing LGBTQ Equality (GLMA), 2021-Present
- World Professional Association for Transgender Health (WPATH), 2021-Present
- LGBT Meeting Professionals Association, 2020-Present
- International Council of Professors of Educational Leadership, 2019-Present
- Journalism and Women Symposium, 2019-Present
- Educational Leaders Without Borders, 2018-Present
- National LGBT Chamber of Commerce, 2017-Present