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Example Positionality Statements

Ayesha S. Boyce, PhD. I was uniquely aware of my identities of privilege and oppression as I grew up within a middle-class family in Phoenix, AZ, as a cis-gendered, non-disabled, Christian, heterosexual, Afro-Latina, parochial school student. I often felt out of place around my peers at school and similarly out of place around my peers within my local neighborhood. It wasn't until I earned my undergraduate and graduate degrees that I was able to reconcile my juxtapositioned intersectional identities. As an undergraduate student my earned membership in the public service organization Delta Sigma Theta Sorority, Inc. solidified my feelings of acceptance as I was immediately surrounded by ambitious, dedicated, degree-seeking Black women committed to service. My time as a co-captain in the Twin City Roller Derby League during graduate school introduced me to a community that supported athleticism, body positivity, and all sexual orientations and gender identities.

My identity as an evaluator has been shaped by the excellent mentoring I have had from Jennifer Greene, Lizanne DeStefano, Melvin Hall, Stafford Hood, Rodney Hopson, and Veronica Thomas. Sitting squarely on the social-justice “branch” of evaluation, I firmly believe that evaluation can and should embody the values of a more just society and that values and advocacy within evaluation are inevitable. As a wife, mother, and tenured associate professor at Arizona State University within the Division of Educational Leadership and Innovation, my personal and professional experiences have influenced my passion for evaluation practice, theory, and teaching. My scholarship focuses on attending to value stances and issues related to diversity, equity, inclusion, access, cultural responsiveness, and social justice within evaluation—especially multi-site, STEM, and contexts with historically and systematically marginalized populations. My scholarship, mentorship, and understanding of equity in evaluation continues to shift as my skill set, experiences, and identities evolve. I was honored with the American Evaluation Association (AEA) Marcia Guttentag Early Career award in 2019 and now sit on the AEA board of directors.

Nicole Bowman (Lunaape/Munsee), PhD. Nicole “Nicky” Bowman, PhD (Lunaape/Mohican) or Waapalaneexkweew (Accompanied by the Four Eagles, Flying Eagle Woman) from the Lynx and Wolf Clans, carries out her evaluation and related work in service to others at the intersection of truth, spirituality, language and traditional knowledge, sovereignty, governance, and evaluation. Dr. Bowman is a rooted and active traditional Lenapexkwe (Lunaape/Mohican woman) who has been an active and authentically engaged Indigenous community member for over 40 years, nearly 30 of those years being in evaluation contexts of

practice. She works by, for, and with the traditional medicine that her Elders and spiritual teachers give to her within and across the field of evaluation. Dr. Bowman's academic, professional, and personal life is guided by an elder/traditional advisory council of traditional teachers, culture and language Elders and teachers, and family and community members, which also guide her evaluation activities. She has been an ethical, responsive, and responsible Indigenous evaluator for over three decades. As a "Vigil Auntie", she uses her medicines and teachings to bridge capacities and build good relations among and between Indigenous and non-Indigenous peoples, organizations, and governments engaged in evaluation activities. She is daughter, sister, wife, and also the Founder and President of [Bowman Performance Consulting](#) in Wisconsin, USA and an Associate Scientist and Evaluator through the University of Wisconsin-Madison's [WI Center for Education Research](#). She may be reached at nicky@bpcwi.com or nrbowmanfarr@wisc.edu virtually and in Shawano WI physically where she resides on the ancestral homelands of the [Menominee Indian Nation of Wisconsin](#).

Gregory Phillips II, PhD, MS (he/him) is a white gay, cisgender man who lives in Chicago, IL. He was born and raised in rural (and conservative) Pennsylvania as an only child, and was the first member of his family to pursue and earn a Bachelor's degree. Through his formal (MS and PhD) training in social epidemiology, he brings a community-first and holistic lens to all his research and evaluation. His scholarship centers the health disparities that impact sexual and gender minority (i.e., LGBTQIA+) communities, leveraging his lived and academic experience, while also being cognizant of his privileged position as a white cisgender man. Dr. Phillips is currently a tenured Associate Professor in the Departments of Medical Social Sciences and Preventive Medicine; Director of the Evaluation, Data Integration, and Technical Assistance (EDIT) Program; and Co-Director of the Community Health Research Concentration within the Program in Public Health at Northwestern University. He identifies academically as an epidemiologist, program evaluator, educator, mentor, colleague, and health disparities researcher, and personally as a son, husband, genealogist, gardener, traveler, and bird lover.