



## Dr. Cindi Love Executive Director

Cynthia Love is an American human rights advocate, organizational consultant, corporate executive, educator, entrepreneur, author, public speaker and activist. Since 2018, she has served as the Executive Director of Out for Undergrad (O4U), a nonprofit missioned to help high achieving and otherwise diverse LGBTQ2+ undergraduates and early career stage professionals achieve their full potential. Love serves as the lead consultant for O4U's consulting practice focused on inclusion as a core organizing principle and practice for corporate HR and culture strategies. Since 2016, Love has served as a primary contributor to the Global Diversity, Equity and Inclusion Benchmarks and one of its 112 expert panelists.

Love was the editor of the American College Personnel Association publication of the GDEIB standards. As the lead of O4U's consulting practice, Love offers and guides implementation of the GDEIB to all clients.

Love is a former executive of the publicly traded TORO Company who acquired her company, Integration Control Systems and Services, Inc. (dba National Support Network (NSN) in 1995. Love started the first of 8 emerging tech companies in 1981, integrating the first IBM, Apple, Texas Instruments and Radio Shack personal computers into public education classrooms and rehabilitation treatment services for adults and children with brain trauma and strokes. She partnered with Degem in Tel Aviv to bring one of the first mini-computer based comprehensive education systems to the US. The Texas Legislature appointed her to the Long Term Technology and Software Advisory Committees during this time. Her early adopter interests led to investigation of remote support for home bound patients. The application of this technology was core to all of the services and products her companies developed. These included Network in a Box and SchoolVision as part of Love's Apple partnership, New Mexico Information Systems, the first scanning and digital vault project for the state of New Mexico, eCOMMUNE, CH Love & Co, FAMLO.org, Integration Control Systems & Services and the National Support Network (Toro NSN).

Love has also served as a catalytic leader in several non profits including the American College Personnel Association, Soulforce and "the human rights church" Metropolitan Community Churches. Love is featured as one of the 6 leader archetypes in "Leadership Theory Cultivating Critical Perspectives" by John P. Dugan. This text is used in undergraduate or graduate classrooms throughout the world, providing a comprehensive overview of essential theories informing the leadership studies knowledgebase.



Love's leadership roles have often been at the contested edge of issues society is grappling to understand and change beginning with her doctoral dissertation work to improve due process for the non-English speaking parents of children with disabilities from 1977-1984, her 45 year tenure as an advocate for adults living with chronic illnesses and disabilities at the West Texas Rehabilitation Center, her activism in behalf of people living with and affected by HIV and AIDS and her support of LGBTQ2+ people around the world. Some exemplars of her work are provided herein to understand the depth and breadth of her almost 5 decades of engagement in the assertion of human dignity and rights. In 2024, she was the keynote for Moelis's Leadership Diversity Program, T Rowe Price's "Stories of Strength", Sandia Labs "Workforce Diversity and Inclusion", AnitaB's Grace Hopper Conference "21st Century Nonviolent Resistance: Crucible & Catalyst of Social Change" Applied Materials "Structural Equity & Integrity", Makena Capital Management's "Inclusion as Best Investment" and more.

In 2023, Love was a keynote speaker at the Citibank and RBC hosted OutNext Conference in New York and panelist for Yello's "Where Do You Start Your Job Search?" and Withum's Civic Warriors. In 2022, Love was a keynote presenter at Anheuser-Busch and The Carlyle Group's World Pride celebrations in New York. In 2021 she shared publication with Dr. Clint-Michael Reneau in The Magazine of Higher Learning, "The Walls Between Us Have Doors: Honoring Transgender Student Stories as an Entryway to Just, Equitable, and Inclusive Practice" VCHN#1963147, Vol 53, ISS 5. That same year, she wrote (June 29, 2021) "How to Support LGBTQ Employees in the Workplace" <https://www.modernwellnessguide.com/lgbtq-empowerment/how-to-support-lgbtq-employees-in-the-workplace/> published in USA Today in various markets.

In 2020 she was a Primary Essayist in "Contested Issues" Vol. 2, Edited by Peter Magolda, Marcia Magolda and Rozana Carducci (Stylus) and that same year she wrote "Women Centers on Campuses: Minding the Gap of Opportunity and Challenge" published in UNESCO - IASAS - 3rd Edition UNESCO and IASAS, 2018 Student Affairs and Services in Higher Education: Global Foundations, Issues and Best Practices. She was an Editorial Contributor to "Policy Think: Women of Color Federal Policy Brief" presented to Trump Transition Team in 2016 and Keynote Panelist with White House Advisor on Violence Against Women, Caroline Bettinger-Lopez, at the US Department of Health & Human Services, Office of Women's Health "Creating Cultures of Advocacy Rather Than Avoidance: Sexual Assault and Violence on College Campuses," hosted by US Surgeon General Dr. Vivek Murthy and Dr. Nancy C. Lee, the Deputy Assistant Director of the OWH.

That same year, she was the recipient of the Stetson University College of Law 37th Annual Facilitator Award given in recognition of the efforts of educators to be proactive about safety and risk management and to develop organization environments that are reasonably safe, educationally relevant and developmentally sound, the principles embodied in "The Rights and Responsibilities of the Modern University" by Peter F. Lake and Robert P Bickel.

She gave the 2016 Opening Keynote at 37th Annual National Conference on Law and Higher Education Orlando, Florida "Creating Cultures of Advocacy Rather than Adversity & Avoidance" co-wrote for the Journal of College & Character, "Navigating Conflicts Related to Religious & Non-Religious Identity on Campus" with Eboo Patel, Janina Montero, Cindi Love & Mary Ellen Giess 2016.

In 2015, she was one of the closing presenters for the Supreme Court Rally for Repeal of DOMA Washington, D.C. She was a Huffington Post Blogger from 2014-2019. She was the 2013 and 2014 Guest of President Obama at the White House Easter Prayer Breakfast recognizing leaders for human rights work and in 2012 Speaker at the 25th anniversary of the AIDS Memorial Quilt and 30 years of AIDS in the United States at the Smithsonian Washington D.C.

During that time, she led the Soulforce non-violent action at the US Presbyterian conference. She was arrested for civil disobedience for leading protesters in a public chorus of "Blest be the Tie that Binds" during a scheduled break in the delegate deliberations. She led similar protests against televangelists Lou Engle and Scott Lively for their support of the "Kill the Gays" Bill in Uganda.

In 2012 she debated Joe Dallas in the Public Policy Forum National Religious Broadcasters Annual Convention and appeared as Guest on CNN Anderson Cooper 360 with Senior Legal Analyst Jeffrey Tobin.

In 2008 she wrote "Would Jesus Discriminate? The 21st Century Question" published by Trafford 2008 This book features the campaign of the same name that ran in 151 cities worldwide. From 2003-2009, she served in various leadership roles in the Metropolitan Community Church global denomination. During her tenure as MCC's chief operating officer and business manager, Love played a role in the advocacy for human rights around the world including the plenary closing for the United Nations/UUO Compass Coalition proceedings to address the rise of violence against LGBTQ2+ people around the world. She served on the Faith and Religion Council for the Human Rights Campaign. She was awarded the Bohnett Fellowship and attended an executive education program for local and state officials at Harvard's Kennedy School.

Prior to this time, she started 8 emerging tech companies, one of which was named to the Inc 500 in 1990 and the last of which she sold to the Toro Company in 1995 where she served as an executive until 2001. She was named to the Birthing of Giants inaugural class at MIT in 1990 having been recognized as one of the top 50 entrepreneurs in North America by INC Magazine, YEO and MIT. Her company Integrated Control Systems and Services, established in 1991, is considered the first systems integrator and remote service support for large turf control systems in the world. It was acquired by Toro in 1995.

Some analysts suggest the Love was the first openly gay individual to sell a company to a publicly traded company. She initiated Toro's involvement in the Minnesota AIDS Walk during her tenure.

In 2001, she appeared on CNBC Squawk Telecast "Robotics & Consumer Adoption Overview" In 2000 she was cited in Quality Magazine Web Enabled Distribution Systems.

In 1998 she was cited in Shultz, Beth; Watt, Peggy (October) "Legacy Lessons". Network World Fusion (Network World).

In 1998 she presented at the 8th Annual Technology Forum in Grenoble, France 1998 "Disintermediation as Function of Internet Enabled Distribution"

Love served as a Visiting Investigator at NASA in 1993 studying environmental mortality.

From 1977-1981, Love was a speech pathologist and educational diagnostician in K12 public schools and rehabilitation facilities including the Veteran's Administration. She also served as faculty at a private university and family interventionist in a private counseling center.

Love received the BSEd from Abilene Christian University, the Master of Arts from Louisiana Tech and the Doctorate in Educational Administration from Texas Tech. She completed post-doctoral executive education at the Harvard Kennedy School.

Love is married to Sue Jennings, her life partner of 44 years. They have two adult children, Joshua and Hannah and a grandchild, Sophia. In 2017, they moved from Washington DC to live in Texas where their family resides and where Love and Jennings were born, grew up and feel they can have the greatest influence and impact on reversing negativity towards LGBTQ2+ and otherwise diverse people.