

**Bi'Anncha T. Andrews**  
University of Maryland, College Park  
School of Architecture, Planning, and Preservation  
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**EDUCATION**

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**Ph.D. in Urban and Regional Planning and Design** **May 2024**  
The University of Maryland, College Park, MD

**Areas of Interest and Research**

The Process and Politics of Neighborhood Change in Vulnerable Communities of Color  
African Americans and the Gentrification Experience  
Displacement and Disruption of Access to Social Services and Informal Social Supports for Low-Income Families  
Commercial and Small Business Displacement in Gentrifying Neighborhoods  
Racial Residential Segregation and the Intersections of Class and Gender Inequality

**Master of Social Work: Combined Clinical & Social Change Concentration** **May 2019**  
The Catholic University of America, Washington, DC

**Academic Honors and Awards**

Pope Francis Scholarship  
Msgr. John A. Ryan Social Justice Advocacy Award  
Pi Gamma Mu International Honors Society in Social Sciences  
Phi Alpha Social Work Honors Society

**Bachelor of Arts in Psychology: Concentration in Forensics** **May 2016**

**Bachelor of Arts in Criminal Justice** **May 2016**  
Trinity Washington University, Washington, DC

**Academic Honors and Awards**

Trinity College Aspiring Leaders Award  
Paul and Camille Aiken Scholarship  
Trinity College Directors Fund  
T-Pin Award of Prestige

**SCHOLARLY PRESENTATIONS**

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“Gentrification: A Modern Day Catastrophe for Communities in America,” Annual Meeting, Society for the Study of Social Problems (SSSP), Philadelphia, PA, 2018

“The Rights of Residents: Confronting Gentrification and Redevelopment in At Risk Communities,” Imagine Social Good Summit, Virginia Commonwealth University, Richmond, VA, 2018.

“Gentrification: A Modern Day Catastrophe for Communities in America,” University Research Day, Catholic University of America, Washington, DC, 2018.

**PUBLICATIONS**

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Alvarez, T. N., Andrews T. B., & Lung-Amam, W. (2021). Small Business Anti-Displacement Toolkit: A Guide for Small Business Leaders. Retrieved from <https://antidisplacement.org/research/brown-papers/>

## **Related Work Experience**

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### **Community Development Instructor**

**January 2022 – May 2022**

University of Maryland, College Park, MD

- Create, distribute, and review the course syllabus
- Facilitate class instruction in accordance with learning objectives and session plan
- Administer evaluations of student performance based on course deliverables and course rubrics.
- Communicate with students outside of class to provide supplementary instruction, when necessary

### **Graduate Assistant**

**August 2021 - Present**

University of Maryland, College Park, MD

- Assist the Program Chair and the Dean with the strategic planning process of the URPD PhD Program
- Assist with student recruitment, student orientations, and meeting with prospective students and parents
- Prepare and administer evaluation surveys to faculty and students to collect feedback on the direction of the program
- Assist the Program Chair and the Dean in the development and implementation of a more interdisciplinary PhD program

### **Researcher, Small Business Anti-Displacement Network (SBAN)**

**March 2020 - Present**

National Center for Smart Growth (NCSG) at University of Maryland, College Park

- Assist in the development and implementation of the Small Business Anti-Displacement Network (SBAN)
- Collaborate with faculty and students across different departments to conduct research on commercial gentrification and small business displacement
- Coauthor and publish a Small Business Anti-Displacement Toolkit to guide small business leaders on strategies to protect vulnerable businesses from displacement in gentrifying neighborhoods
- Coauthor and publish a commercial gentrification and small business displacement Literature Review
- Develop and organize a community of practice representing 12 different metropolitan areas

## **UNIVERSITY SERVICE**

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### **Graduate Student Ambassador**

**November 2019 – Present**

University of Maryland, College Park

- Provide prospective students and their parents with an insight into university life and opportunities
- Guide prospects through steps to getting started; topics may include:
  - Applying for Admission
  - Applying for Financial Aid and Scholarships
  - Connecting with campus resources

### **Field Intern, Pope Francis Scholar**

**September 2017 – May 2019**

Catholic Charities Archdiocese of Washington, DC

- Designed and implemented the Compass Program to assist in poverty alleviation in Wards 7 & 8 of Washington, DC
- Assisted certified professionals in client-centered intervention and crisis management
- Collaborated with a team of MSW interns on program development and implementation

### **Young People For (YP4) Program Fellow**

**March 2018 – April 2019**

People For The American Way Foundation, Washington, DC

- Developed a community action plan called a Blueprint for Social Justice
- Learned foundational social justice leadership skills through workshops, guest trainers, and facilitated discussions

### **Lead Organizer, Student Advocacy Day on the Hill**

**March 2019**

The Congressional Research Institute for Social Work and Policy (CRISP)

- Organized the process for over 300+ students to meet with legislators on Capitol Hill
- Helped develop Fact Sheets on the American Housing and Economic Mobility Act

### **Graduate Mentor**

**August 2018- May 2019**

National Catholic School of Social Service (NCSSS), The Catholic University of America

- Guided, encouraged and supported graduate mentees in their academic goals
- Made relevant introductions and created opportunities for student professional development

## UNIVERSITY SERVICE CONTINUED

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### Guest Lecturer

April 2018

NCSSS Graduate School, Catholic University of America, Washington, DC

- Lecture covered the exclusionary use of targeted gentrification in low-income communities
- Offered solution-based strategy that provides action-driven implementation using community inclusivity

## CONFERENCES

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Metro Industrial Areas Foundation (IAF) Key Leaders Training

Society for the Study of Social Problems (SSSP)

Association for Community Design (ACD)

The State of the Union on Poverty and Inequality

The National Housing Conference: Solutions for Affordable Housing (NHC)

## PROFESSIONAL AFFILIATIONS

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Member of Delta Sigma Theta Sorority, Incorporated

Member of the Society for the Study of Social Problems (SSSP)

Member of The American Planning Association (APA)

## ADDITIONAL WORK EXPERIENCE

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### Compass Partner

July 2019 - Present

Catholic Charities Archdiocese of Washington, Washington, DC

- Provide a range of clinical, concrete and advocacy services to individuals and families
- Engage with and maintain a positive and supportive relationship with local communities
- Foster and develop community partnerships with local business and organizations to create sustainable opportunities for individuals and families in need
- Assist in the development and oversight of Program Policies and Procedures for Adult and Children Services

### Student Affairs Program Coordinator

August 2017- July 2019

Trinity Washington University, Washington, DC

- Provided leadership and support to Student Clubs and Staff Program Initiatives
- Created opportunities for students that promoted responsibility, accountability and ethical values
- Responded to and resolved emergency and non-emergency situations and code of conduct violations within the residence halls

### Housing Monitor: Shelter for Women and Children

February 2017- August 2017

The Salvation Army Center of Hope, Raleigh, NC

- Responded to emergencies and initiated appropriate corrective actions in accordance with established policies and procedures.
- Ensured that all rooms were in proper order before the arrival of new residents
- Monitored the activities of the residents ensuring safety and compliance with house rules

### Building Manager

May 2014- May 2016

Trinity Center Gymnasium, Washington, DC

- Completed and filed shift documents, including new membership documentation
- Accounting, Event Management, Completion of incident and maintenance reports
- Delegated tasks to locker room attendants, and greeters during each work shift

### Student Worker: Department of Campus Housing

August 2012 – May 2014

Trinity Washington University, Washington, DC

- Responsible for helping maintain a clean and safe residence community
- Addressed inadequate housing conditions and student work order requests