

Eternity Ballour

Project Manager

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Experienced Project Manager with a 5-year track record in education, diversity, equity, and inclusion, as well as non-profit management. Demonstrated success in leading teams through strategic and operational excellence, achieving goals aligned with organizational objectives. Skilled in staff development, coaching, and training to foster engagement and accountability in an inclusive environment. Recognized for cultivating collaborative community partnerships and maintaining high standards in operational performance. Seeking a role to leverage my skills and drive impactful project outcomes in a professional setting.

Publications & Research

"Mindfulness Based Stress Reduction Improves Well-being in Healthy Black Women: A Pilot Study"

Cortnie L Hartwig; Eternity D. Ballour; Cynthia S. Belfleur; Vanessa A. Eaton; Lorelle A. Logan; Brijuan N. Phillips; Faith Shannon; Kai M. McCormack.

The Relationship between Race and Socioeconomic Status on Reproductive Success by Eternity Ballour

The Relationship between Rank and Maternal Style in the Barbados Green Monkey by Eternity Ballour

Professional Certifications

Notary, Human Centered Design, Substitute Teaching Certificate, Online Business Owner, Certified Project Manager, Strategic Workforce Development, Diverse Talent in Recruiting and Hiring, Driving Organizational Accountability for Diversity, Equity, Inclusion and Belonging, Hiring and Supporting Neurodiversity in the Workplace, From Compliance to Culture: A Psychological Safety Framework for Inclusion

Associations

2023-2024	Eastland Community Plan Advisory Committee	2018-2023	National Society of Collegiate Scholars
2022-2023	City of Columbus New American Fellow	2015-2016	Huckleberry House Ambassador
2021-2023	Columbus Metropolitan Library DEI Committee	2014-2016	Columbus City Schools Ambassador
2020-2023	Psi Chi International Honor Society		

Work and Volunteer Experience

WORK EXPERIENCE

Columbus Metropolitan Library

Branch Manager

Columbus, OH

September 2021-Present

- Spearheaded the hiring, training, and career development of a dedicated team of six employees, fostering a collaborative and high-performance work environment.
- Successfully managed and implemented the Young Minds Initiative through innovative programming, resulting in a remarkable 80% increase in program offerings. This initiative not only showcased a significant expansion in content but also contributed to noteworthy attendance improvements ranging between 15-45% per program, positioning the library programs just 10% away from pre-pandemic numbers across the majority of initiatives.
- Spearheaded the organization of a proactive outreach team, orchestrating over 25 impactful community outreach events and four major library events. These efforts set a record for annual attendance for the branch, with each major event attracting 50-100 participants.
- Established and nurtured 25+ strategic partnerships, including key collaborations with Life Skills, Columbus Literacy Council, and the City of Columbus. Spearheaded advocacy efforts leading to the introduction of an ESOL course at Barnett.
- Regularly collaborate with both branch-level and executive leadership, contributing to the development and implementation of Diversity, Equity, and Inclusion (DEI) initiatives within the organization.
- Played a key role in a taskforce dedicated to crafting quarterly staff training conversations and tools that support the organization's DEI initiatives. This involved collaborating with a diverse team to enhance awareness, understanding, and active participation in fostering an inclusive workplace among the library's 800+ employees.
- Implemented a DEI team within the branch, fostering an inclusive workplace environment. This initiative led to the creation of valuable staff relation DEI tools. Additionally, established a Diversity Captain role for collection management and initiated inclusive program development for customers.
- Partnered with the community and various stakeholders to address the needs of 800 community members and Haitian refugees facing displacement. Led initiatives including enrolling students in schools, providing COTA bus passes for transportation to new housing, organizing toiletry kits and coats donations, alongside regular programming efforts.

Ballour & Haygood LLC

Managing Partner, Consultant, Creative Director

Columbus, OH

May 2020-Present

- Spearheaded the establishment and remarkable growth of an online retail venture, achieving an impressive twofold increase

in valuation since its inception in 2020. Orchestrated dynamic strategic planning and execution, showcasing an innate ability to surpass goals and elevate the business to new heights.

- Pioneered the creation and curation of a diverse portfolio of retail items, showcasing an entrepreneurial foresight to capitalize market trends. Orchestrated impactful marketing strategies and managed budgets, resulting in not just operational success but a paradigm shift in industry presence.
- Led the implementation and successful management of a groundbreaking vendor diversity program, transforming business dynamics by collaborating with a spectrum of underrepresented groups and diversifying the product portfolio. Distinguished for skillful vendor relationship management, fostering an inclusive business environment and setting a new standard for industry achievement.
- Established an online business that operates across three platforms and procures over 300 products each quarter.
- As Creative Director, I have successfully led the development and execution of social media strategies, advertising campaigns and brand management initiatives for multiple high-profile accounts. I have consistently delivered impactful campaigns and provided strategic direction each quarter.

City of Columbus New American Leadership Academy
Leadership Fellow

Columbus, OH
January 2023