



Charles Gibson III

Board of Advisors

Charles is a diversity, equity, and inclusion (DEI) professional with 15 years of experience devising DEI solutions centered on strategic planning, teaching practices, and leadership capacity building. He currently serves as the inaugural Chief Diversity Officer (CDO) for Lees-McRae College, a private liberal arts college in North Carolina. He is one of the youngest CDOs of a college or university in the United States.

Charles has professional experience across multiple sectors. Most recently, Charles was responsible for onboarding a research center focused on evidence-based, inclusive integration of research, teaching, and learning at Penn State. Prior experience includes DEI grant writing, benchmarking, program development, and other initiatives.

Charles holds a bachelor's degree from Wake Forest University, Master of Arts, and education specialist degrees in higher education from Appalachian State University, and a Master of Education degree from Penn State in higher education. He holds a graduate certificate in equity research from the University of Pennsylvania Graduate School of Education, and graduate certificates in online teaching and leadership from Penn State.

Charles is biracial, and part of an extremely diverse family with members belonging to all five major racial/ethnic groups in the United States: Asian, Black, Indigenous American, Latinx/Hispanic, and White. He was born in California, raised in Georgia, and spends his spare time visiting family and friends, reading, playing the piano, and traveling.