

# Fabio Zamarreño-Méndez

## FORTHCOMING EDUCATION

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- 2017-2022. **PhD. Information and Knowledge Society.** Organizational Psychology: Intersectionality Equity, and Inclusion. Open University of Catalonia (Barcelona, Spain); advised by Wesleyan University (Connecticut, USA).

## COMPLETED EDUCATION

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- 2020. **Master in Literary Creation.** Pompeu Fabra University (Barcelona, Spain).
  - Dissertation: An excerpt of my first novel, *Cartas a la noche*.
- 2018. **Master of Human Resources Management [9.73 / 10].** Open University of Catalonia (Spain).
  - Dissertation: “Proposal for the introduction of an intersectional perspective in the equality plans of Barcelona”.
- 2017. **Graduate Certificate in International Business (International MBA-program).** Open University of Catalonia (Spain).
- 2016. **M. Ed.: Spanish for High and Middle Schools [9.21/10].** Complutense University of Madrid (Spain).
  - Dissertation: “A didactic unit to fight against the double discrimination of female gypsies among secondary school’s students”.
- 2016. **Sociology and Gender Studies [3.84/4].** (4 Undergraduate Courses). Wesleyan University.
- 2015. **M.A.: Spanish Literature Research [9.76/10].** Complutense University of Madrid (Spain).
  - Dissertation: “Edition of the collected correspondence between Américo Castro and Pedro Salinas”.
- 2014. **B.A.: Hispanic Language and Literatures [9.26/10].** Complutense University of Madrid (Spain).
  - Dissertation: “«Quien en público castiga / dos veces su honor infama»: Lope de Vega a través de unos pasajes significativos de *Don Julián*, de Juan Goytisolo.

## WORK EXPERIENCE

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- August 2022 - Present. **Talent Management. Learning Operations Specialist** Talent Management. Learning Operations Specialist. Pratt & Whitney, USA.
  - Development and implementation of learning strategies that are aligned with the organization's objectives.
  - Help to design both E-learning and in-person courses, career plans, and workshops.
  - Managing budgets and relationships with vendors, consultants, and internal stakeholders.
  - Evaluation of individual and organizational Learning and Development needs.
  - Metrics for measuring the effectiveness and success of the Learning and Development programs.
  - Help employees advance their careers through learning opportunities.
  - Analysis and proposal of new, innovative actions to improve our workforce practical knowledge.
  - Embedding Diversity, Equity, Inclusion, and Belonging lens in the Learning strategy.
  - Development of a global, intersectional mindset for 40K employees through the Learning and strategy
  
- September 2022 - Present. **Chair of professional Development for the Hispanic Organization for Leadership and Advancement-HOLA.** Part-time.
  - Provide a unified voice on matters of interest to Hispanic/Latinx employees at Pratt & Whitney and Raytheon Technologies.
  - Promote an environment that supports the recruitment, retention, and professional growth and development of Hispanic/Latinx employees.
  - Provide a supportive environment to celebrate the contributions of Hispanic/Latinx employees.
  - Enhance the career and personal development of ERG members and serve as a resource regarding services and communication relevant to Hispanic/Latinx employees.
  
- November 2021 - August 2022. **Talent Management (Diversity, Equity, and Inclusion Department).** Pratt & Whitney, USA.

- Employee Resource Groups' (ERGs) Management: Partner with ERG Leaders to edit monthly newsletters, prepare Look Aheads of major events, and think about new Allyship (including internal/external collaborations).
  - Communications: Design Diversity, Equity, and Inclusion (DE&I) communications strategy/calendar for 45.000 global employees (USA, Canada, Poland, Singapore). This includes "Courageous Conversations", Social Media (IG & LinkedIn posts), "My Why for DE&I" (Executives), and ERG Signature Events.
  - Metrics for measuring the effectiveness of DE&I initiatives implemented; Data Analysis and proposal of new, innovative actions to improve our workforce well-being.
  - Fluid communication with relevant internal teams (such us Communications, Talent Acquisition, HR Partners, and The Office of the Future) to align our goals, as well as to advise on DE&I change communications strategy and support.
  - Support the Raytheon Technologies Transformation (Merger), affecting DE&I policies and ERGs across its four Business Units: Collins Aerospace · Pratt & Whitney · Raytheon Intelligence & Space · Raytheon Missiles & Defense.
  - Implementation of innovative DE&I initiatives. For example, an intersectional focus across all new DE&I policies at Pratt & Whitney.
  - Weekly presentation at the New Hire Orientation: DE&I Office and ERGs' introduction (audience: 60-100 new hires per week).
  - Write, record, edit, and promote the monthly "DE&I Awareness" podcast (upcoming).
  - Overview of ERGs annual budgets.
- September 2019 to November 2021. **Online Adjunct Professor of Human Resources Management.** Open University of Catalonia, Spain.
- Master's degree thesis advisor
    - Fall, Spring, 2020
  - Courses: Work Transformations
    - Fall, Spring, 2020
    - Fall, 2019
- July 2016 to November 2021. **Senior Spanish teacher** on Italki (<https://www.italki.com/teacher/3374076/spanish>). I have been teaching more than 2000 lessons to students from 30+ different countries with 500+ excellent reviews.

- February 2021 to present. **Spanish and French teacher**. Elite Open School. Rowland Heights, CA, USA.
- September 2019 to June 2020. **High School Interim Teacher (Spanish Language and Literature)**. Public Department of Education. Barcelona, Spain.
- September 2017 to present. **Pre-doctoral Researcher** at the group “Gender & ICT: Researching Gender in the Network Society” (Open University of Catalonia, Barcelona). The main research line focuses on analyzing barriers to women’s career trajectories and top positions in ICT and STEM: <http://gender-ict.net/people/fabio-zamarreno-mendez/>
- August 2015-June 2016. **Spanish Language and Literature Teaching Assistant** at Wesleyan University, Connecticut (No. 9 FORBES 9th annual Top Colleges ranking, 2016).
- 2014-15. **Spanish Language and Literature Teaching Assistant** at Complutense University of Madrid (I helped American Students who were doing an exchange from Wisconsin, Indiana and Purdue).
- 2014-15. **Statistics Administrator** at Complutense University of Madrid (Department of International Studies).
- 2013-14. **Teaching Assistant** at the High School Athletic Center “Joaquín Blume” in Madrid. Spanish Federation of Rhythmic Gymnastics’ assistant (silver medal in the Rio Olympic Games).
- 2011-15. **Swim Instructor** at Club Natación Leganés, Madrid.

## LANGUAGES

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	English	Spanish	Portuguese	Catalan	Italian	French	Galician
<b>Reading</b>	Fluent	Fluent	Fluent	Fluent	Fluent	Interm.	Fluent
<b>Listening</b>	Fluent	Fluent	Fluent	Fluent	Interm.	Basic	Interm.
<b>Writing</b>	Fluent	Fluent	Fluent	Good	Good	Basic	-
<b>Speaking</b>	Fluent	Fluent	Fluent	Good	Good	Interm.	-

- On some languages I speak:  
<https://www.youtube.com/watch?v=XXKi4LJOrLqc&t=1s>

## PARTICIPATION IN OTHER RESEARCH PROJECTS

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- 2015-17. Junior researcher at the project “Collected letters, memoirs, diaries, and other autobiographical Spanish genres in the middle of the 20<sup>th</sup> century” led by Professor José Teruel Benavente (UAM). Funded by the Spanish government (FFI2013-41203-P). Webpage: <http://www.mediosiglo.es/#inicio>
- 2014. Junior researcher at the project “Audios to teach and learn 20<sup>th</sup> and 21<sup>st</sup> Spanish Literature” led by Professor Santiago López-Ríos (University Complutense of Madrid).

## ACADEMIC RESEARCH

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### Books

- Zamarreño, F. (2016). “*Cada página lograda es una letra al más allá*”. *Estudio de la correspondencia Américo Castro-Pedro Salinas*. Madrid: E-Prints, Complutense University of Madrid. ISBN: 978-84-617-5749-7. URL: <http://eprints.ucm.es/39254/>

### Chapters in books

- Zamarreño, F (2017). “The correspondence between Américo Castro and Pedro Salinas: textual challenges,” in *Una llama que no cesa. Nuevas líneas de Investigación en Filología Hispánica* Madrid: Sial / Trivium, 133-150. (International; peer reviewed).

### Articles

- Zamarreño, F. (2016). “The performance of honor in light of Ibn Tufayl. Américo Castro, Valle-Inclán’s epigone?” In *Hispanic Studies Review*, 3(1), 93-112 University of Puerto Rico (peer reviewed). <https://revistas.upr.edu/images/reh/2016/n1/a5.pdf>
- Zamarreño, F. (2015). “Pedro Salinas in ‘las ínsulas extrañas.’ Epistolary confessions about his Puerto Rican poetry (1943-46),” in *Voz y Letra*, 26(1), 121-136. <http://www.arcomuralla.com/upload/Indice>

### Academic reviews

- Zamarreño, F (2016). “Pablo Gutiérrez, Democracia.” *Castilla. Estudios de Literatura*, 7, LXXXVI-LXXXIX. <http://www5.uva.es/castilla/index.php/castilla/article/view/568>
- Zamarreño, F. (2014) “Antonio de Nebrija: *Epithalamium en honor de las bodas de la infanta Isabel de Castilla y el príncipe Alfonso de Portugal*, ed. Ruth Martínez Alcorlo.” *Dicenda. Cuadernos de Filología Hispánica*, 33, 61-64. <http://revistas.ucm.es/index.php/DICE/article/view/47253>

## Most relevant contributions to blogs specialized in sports with a focus on Diversity & Inclusion

- Zamarreño, F. (2016). “El quiero frente al puedo: importancia y equivocada discriminación de la psicología deportiva.” *Swim4live*. <http://www.swim4live.com/2015/03/15/el-quiero-frente-al-puedo-importancia-y-equivocada-discriminación-de-la-psicolog%C3%ADa-deportiva/>
- Zamarreño, F. (2014). “Daniel Sánchez, ‘Chapi.’ Brazadas contra la fibrosis quística.” *Natación*. <http://www.nataccion.com/daniel-sanchez-chapi-brazadas-contra-la-fibrosis-quistica/>
- Zamarreño, F. (2013). “Entrenar y estudiar, ¿misión imposible?” *Natación*: <http://www.nataccion.com/entrenar-y-estudiar-mision-imposible>

## Contributions to blogs specialized in Feminist issues

- Zamarreño, F. (2017). “Vulnerabilidades fluidas.” *Pikara Magazine*: <http://www.pikaramagazine.com/2017/11/vulnerabilidades-fluidas/>

## Contributions to poetry books

- “Poética”, “Flores sobre mi tumba”, and “a Hernández y Gil de Biedma” are some of the texts I have contributed on Efecto Antabus and other publishing houses. <https://eantabus.com/2020/09/22/dos-textos/>

## LECTURES

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- Zamarreño, F. (2019). “Current situation and side effects of discrimination against the LGBTQI+ population in Spain”. Organized by [Colt Technology](#), June 28<sup>th</sup>, Cornellà, Barcelona, Spain. [Link here](#)
- Zamarreño, F. (2018). “A proposal for the introduction of an intersectional perspective in the equality plans of Barcelona”. 1<sup>st</sup> Congress for PhD students. Organized by the International PhD School of the Rey Juan Carlos University, 27-28 November, Madrid, Spain.
- Zamarreño, F. (2018). “A didactic unit to fight against the double discrimination of female gypsies among secondary school’s students.” In the Symposium *The prevalence of gender roles and discrimination in some educational settings*. 6th International Congress of Educational Sciences and Development, 21-23 June, Setúbal, Portugal. <http://www.gender-ict.net/estereo/2018/06/simposio-en-el-6th-international-congress-of-educational-sciences-and-development/>
- Zamarreño, F. (2016). “My personal experience as an athlete.” *The pride of this Country. Conferences against the sexual inequality in Spain*, June 22<sup>nd</sup>, Madrid, Spain. <https://madrid.podemos.info/noticia/dia-trece-del-diario-del-cambio-elorgullodeunpais-madrid-sonrie/>

- Zamarreño, F. (2015). "Against Sexism in sports." *I Conferences for the political change in the Community of Madrid*, June 11<sup>th</sup>, Madrid, Spain.  
<https://twitter.com/ahorapodemos/status/619908430875070464>
- Zamarreño, F. (2015). "Letters of blood: Howls before the Spanish Civil War in the unpublished correspondence between Américo Castro and Pedro Salinas." *II Jornadas de Investigación Literaria*, May 5<sup>th</sup>, Autonomous University of Madrid.
- Zamarreño, F. (2015). "The interest of the correspondence Pedro Salinas-Américo Castro and its textual challenges." *IV Jornadas de Iniciación a la Investigación*, March 23<sup>rd</sup>, Complutense University of Madrid.

#### RELEVANT ACADEMIC COLLABORATIONS

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- July 2018. Member of the Editorial Board of *Behavioral Sciences Journal* of Carlos Albizu University, Puerto Rico, USA.
- June 2015. Member of the Editorial Board of *Philobiblion: Romance Languages Journal*, by "Association of young Spanish scholars of the Autonomous University of Madrid."
- January 2015. Coordinator of the talk of "Humanities in the golden age and the difficulty of their study: from san Juan de la Cruz to Miguel de Cervantes," by Luce López-Baralt at Complutense University of Madrid.
- November 2014. Coordinator of the conference of "The military theater. First International Conference for the Culture of Defense in the Imperial Spain." Complutense University of Madrid.

#### HONORS AND AWARDS

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##### Academics

- 2020. Awarded best master's thesis (Master of Literary Creation).
- 2018. Awarded best master's student (Master of HR Management, 97.3/100, A+, out of 60 students).
- 2016. Excellence Grant to take a free course at Escorial Summer University (UCM).
- 2015. Excellence Grant to study a Master of Education at Complutense University of Madrid.
- 2015/16. Grant to study at Wesleyan University (Connecticut, USA) and to support the Department of Romance Languages and Literatures as a Spanish TA.
- 2015. Award for the best Final Master's Thesis at Complutense University of Madrid: *Edition of the collected correspondence between Américo Castro and Pedro Salinas* (100/100, A+).
- 2015. Awarded second best master's student (Master of Arts, 97.6/100, A+, 2<sup>nd</sup> out of 40 students).

- 2014-15. Grant to support the Department of Spanish Language and Literature at Complutense University of Madrid. Funded by the Spanish government.
- 2013. Excellence Academic Award by the Community of Madrid (Best GPAs of the year).
- 2010. 42nd best Community of Madrid's Student at the "Test of Excellent High School Students of the Autonomous Community of Madrid." Awarded second best student at the Philosophy's test (97.5/100).
- 2010. Achieved best student of the Athletic Center "Joaquín Blume" award (Valedictorian, 98.8/100).
- 2005-10. Grant to become part of the Athletic Center "Joaquín Blume" as a high-performance swimmer (Madrid, Spain).

### Athletics

- 2010. Member of the Spanish swimming team ("Joaquín Blume" Athletic Center).
- 2006, 2008-2009. Awarded Exemplary Athlete by the President of the Community of Madrid.
- 2007. Award for the best athletics' success by the President of the Community of Madrid.
- 2005-2010. Spanish National Championships gold medals.

### OTHER MERITS

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- January 2021 to present. **Applied Statistics** (Postgraduate Course), under direction of José Luis Martínez, Assistant Professor of Economics at Complutense University of Madrid.
- Spanish language and literature's most relevant courses:
  - "XXXVII Jornadas de Teatro Clásico de Almagro: "Money and Spanish comedy" (2014).
  - "Ways of active propaganda in the Spanish Civil War: theater, cinema, poetry, music and painting" (2014).
  - "The basic tools for studies of languages and literatures" (2010).

### PERSONAL SKILLS

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- I am a very flexible person with excellent cross-cultural communication skills. Those characteristics - mostly based on my personal and professional experiences living abroad - allowed me to study, work, and live in different parts of the world, as well as to successfully adapt to different environments. I am also able to deal with challenging and demanding situations under pressure: to be a professional swimmer taught me how to control my emotions in order to be effective and efficient when the situation requires it. I have been applying all of those aptitudes since I started my professional and academic careers, and I am completely sure I will always do that, as long as I find a meaningful pursuit.