

Dr. Kizzy M. Parks
Diversity Research Scientist,
Defense Equal Opportunity Management Institute



Dr. Kizzy M. Parks is a Diversity Research Scientist for the Defense Equal Opportunity Management Institute (DEOMI) located at Patrick Air Force Base, FL. She is educated and experienced in the field of Industrial/Organizational Psychology with special interests in diversity and inclusion, assessment and training and development. Dr. Parks received her Doctor of Philosophy in Industrial/Organizational Psychology and her Master of Science in Industrial Organizational Psychology from the Florida Institute of Technology, Melbourne, Florida and her Bachelor of Arts in Psychology from Alfred University in

Alfred, New York. During her tenure with DEOMI she has assisted with the expansion of the research and development functions. Several of her diversity and inclusion projects have been presented at professional conferences such as the Society for Industrial and Organizational Psychology, Academy of Management and the American Psychological Association as well as published in the Business Journal of Hispanic Research. Most recently she created a Diversity Management Climate Online Survey for Commanders which will help inform leaders on the attitudes, behaviors, and diversity practices within their unit. Much of Dr. Parks' research has been leveraged to inform the new re-designed Equal Opportunity Advisor Program (EOAP) curriculum and policy. She is a member of the American Psychological Association (APA), the Society for Human Resource Management (SHRM), the Society for Industrial and Organizational Psychology (SIOP) and the Society for Occupational Health Psychology (SOHP).