

## Jordan J. Steiner

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School of Social Work  
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## EDUCATION

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- 2020 (Expected)      **Doctor of Philosophy (PhD)**  
Rutgers University School of Social Work  
Dissertation: “The Relationship Between Sexual Violence and Mental Health for Female Adolescents and Young Women in Malawi”  
Committee: Judy L. Postmus (Chair), Felix Muchomba, Sarah McMahon, Francis Barchi (outside member)
- 2018                    **Masters in Social Work (MSW)**  
Rutgers University School of Social Work  
Management and Policy Concentration; Certificate: Human Services Management; *Area of Emphasis:* Global Gender Violence Issues
- 2013                    **Masters of Arts, International Educational Development (MA)**  
Teachers College, Columbia University  
Certificate in African Education
- 2007                    **Bachelors of Arts (BA), International Peace and Conflict Studies**  
University of California (UC), Berkeley  
Departmental Honors

## RESEARCH INTERESTS

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Gender- based violence (GBV), sexual violence response and prevention, poverty and GBV, GBV in schools, refugees and immigrants, GBV and migration, culturally sensitive interventions, Sub-Saharan Africa, international social welfare

## PUBLICATIONS

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### PEER REVIEWED PUBLICATIONS

**Steiner, J** & Spear, A. (In press). Multilevel responses to sexual violence in schools in West Africa. *IDS Bulletin*. Accepted Dec 4, 2019

Seff, I. **Steiner, J.** & Stark. L. (2020 online). Early sexual debut: A multi-country, sex stratified analysis in sub-Saharan Africa. *Global Public Health*. <https://doi.org/10.1080/17441692.2020.1814833>

Nikolova, K, **Steiner, J.**, Postmus, J, Hetling, A & Johnson, L. (2020 online). Administering the U.S. Family Violence Option: The role of stigma in waiver recommendations. *Health and Social Care in the Community*. 00:1-12. <https://onlinelibrary.wiley.com/doi/abs/10.1111/hsc.13069>

Johnson, L., Cusano, J; Nikolova, K., **Steiner, J.** & Postmus, J. L. (2020 online). Do you believe your partner is capable of killing you? An examination of IPV survivors' perceptions of fatality risk indicators? *Journal of Interpersonal Violence*. <https://journals.sagepub.com/doi/10.1177/0886260520916273>

**Steiner, J. J.**, Johnson, L., Hetling, A., Lin, H. F., & Postmus, J. L. (2019). Creating a tool for assessing domestic violence risk and impact among TANF clients. *Advances in Social Work*, 19(1), 157-180. <https://doi.org/10.18060/22606>

McMahon, S; **Steiner, J** & Snyder, S, Banyard., V. (2019 online). Comprehensive prevention of campus sexual assault: Expanding who is invited to the table. *Trauma, Violence & Abuse*, <https://doi.org/10.1177/1524838019883275>.

Johnson, L., Hetling, A., Postmus, J. L., **Steiner, J.** Riordan, A., & Braasch, L. (2019). Divergent Attitudes Among Domestic Violence Risk Assessor and County Welfare Agency Staff During the Family Violence Option Process. *Human Service Organizations: Management, Leadership & Governance*. 44(2), 169-186, <https://doi.org/10.1080/23303131.2019.1702129>

**Steiner, J.**, Johnson, L., Postmus, J. L. & Davis, R. (2018 online). Sexual Violence of Liberian School Age Students: An Investigation of Perpetration, Gender and Forms of Abuse. *Journal of Child Sexual Abuse*. 1-20. <https://doi.org/10.1080/10538712.2018.1549176>.

**Steiner, J.**, Kynn, J., Stylianou, A., & Postmus, J. L. (2018). Providing services to trafficking victims: understanding practices across the globe. *Journal of Evidence Informed Social Work*. 15(2), 151-169. <https://doi.org/10.1080/23761407.2017.1423527>

Holcomb, S., Johnson, L., Helting, A., Postmus, J. L., **Steiner, J.** Riordan, A., & Braasch, L. (2017). Implementation of the Family Violence Option Twenty Years Later: A Review of State Welfare Rules for Domestic Violence Survivors. *Journal of Policy Practice*. 1-17. <https://doi.org/10.1080/15588742.2017.1311820>

## MANUSCRIPTS UNDER REVIEW

Buchbinder, S., Orwenyo, E., **Steiner, J.** (2020 expected). Treating COVID-19 as a law and order crisis: How disinvestment and punitive policing inform COVID-19 responses in New York and Kenya. Submitted to the *Journal of Human Rights and Social Work*.

Okumu, M., Orwenyo, E., Nyoni. T., Mengo, C., **Steiner, J.**, Tonui.B. (2020 expected). Socioeconomic inequity and intimate partner violence severity among ever-married women in Uganda: Pathways and actions for multicomponent violence prevention strategies. Submitted to the *Journal of Interpersonal Violence*.

## MANUSCRIPTS IN PREPARATION

Cardenas, I., **Steiner, J** & Peterson, A. Testing measurement invariance of a Brief Sense of Community Scale among Black, non-Hispanic and Hispanic youth: Identifying differences in item intercepts and latent factor means. In preparation for submission to a peer-reviewed journal by Summer 2020.

Bagwell-Gray, M., **Steiner, J.**, Wachter, K., Kappas, A., Mathis, C., Johnson, C., Messing, J. Sexual and reproductive health care for refugee women exposed to gender based violence: A call for trauma informed care. In preparation for submission to *Sexual Medicine Reviews* by Fall 2020.

Nyoni, T., **Steiner, J.** Okumu, M. Mengo, C., Tonui. B., Orwenyo, R., School based interventions for preventing, mitigating and reducing gender-based violence in Sub-Saharan Africa: A systematic review. In preparation for submission to a peer-reviewed journal by Fall 2020.

Mincin, J., **Steiner, J.**, Khetarpal, R & Glasser, J. Addressing wellbeing, mental health, and integration of refugee survivors of sexual violence in the U.S. In preparation for submission to a peer-reviewed journal by Fall 2020.

Malik, S., and **Steiner, J.** (2020 expected). Policy for refugees and immigrants in the time of COVID: A comparative study. In preparation for submission to a peer-reviewed journal by Fall 2020.

Nikolova, K., Cardenas, I. **Steiner, J.** & Khetarpal, R. Women's help-seeking in Asia and the Pacific – Factors that impact survivors of IPV. In preparation for submission to a peer-reviewed journal by Summer 2020.

Buchbinder, S., **Steiner, J.** Orwenyo, E. (2020 expected). Sewing ourselves to safety in COVID-19. In preparation for submission to a peer-reviewed journal by Fall 2020.

Nikolova, K., Khetarpal, R. **Steiner, J.** & Cardenas, I. Social work and gender-based violence in a global era: A curriculum review. In preparation for submission to a peer-reviewed journal by Fall 2020.

Cusano, J., Wood, L., Ast, R., McMahon, S. **Steiner, J.**, Patterns of help-seeking among survivors of on-campus interpersonal violence using principles of grounded theory. In preparation for submission to a peer-reviewed journal by 2021.

Yu, M., Khetarpal., R., Reyes., L., Malik, S., **Steiner, J.** Migrant reciprocity: Refugees and asylees as agents of facilitating integration for self and others. In preparation for submission to a peer-reviewed journal by Summer 2020.

## **SELECTED RESEARCH REPORTS, MANUALS, AND TOOLKITS**

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DeSilva, A., **Steiner, J.**, & Seabrook, R. (2019). *Text-based Warm-line Literature and Recommendations*. Final report prepared for Violence Prevention and Victim Assistance – Rutgers University – Newark.

Ast, R., **Steiner, J.**, & Seabrook, R. (2019). *Evaluating Passive Programming*. Final report prepared for Violence Prevention and Victim Assistance – Rutgers University – Newark.

Seabrook, R, Cusano, J, O'Connor, J, **Steiner, J** & McMahon, S (October 2018) iSpeak Student Experiences, Attitudes and Beliefs About Sexual Violence: Results of the 2018 Rutgers University-Camden Campus Climate Assessment. Report developed by the Center on Violence Against Women and Children for the Attorney General Victim of Crime Act.

**Steiner, J**, Simone, S; McMahon, S; O'Connor, J & Ryan, J (October 2018). Key Stakeholder Interviews: Enhancing Victim Services throughout Rutgers University” Project. Report developed by the Center on Violence Against Women and Children for the Attorney General Victim of Crime Act.

Ast, R, **Steiner, J**, Seabrook, R, McMahon, S & Ryan, J (September 2018) *Assisting Victim of Crime Acts Report*. Report developed by the Center on Violence Against Women and Children for the Attorney General Victim of Crime Act.

deSilva, A, **Steiner, J**, Seabrook, R, McMahon, S & Ryan, J (September 2018) *Interpersonal Violence and an Introduction to WeSpeak Upstander Intervention*. Report developed by the Center on Violence Against Women and Children for the Attorney General Victim of Crime Act.

**Steiner, J**, Simone, S; McMahon, S; O'Connor, J & Ryan, J. (August 2018). In Depth Evaluation for Camden: The Community Ambassador Program. Report developed by the Center on Violence Against Women and Children for the Attorney General Victim of Crime Act.

**Steiner, J**, Simone, S; McMahon, S & Ryan, J. (June 2018). Summary of Post Training Results for Everfi Online Training. Report developed by the Center on Violence Against Women and Children for the Attorney General Victim of Crime Act.

**Steiner, J.**, O'Connor, J., & Cusano, J (December 2017). *Rutgers Camden Website Assessment Findings and Recommendations*. Report developed by the Center on Violence Against Women and Children for the Attorney General Victim of Crime Act.

Johnson, L., **Steiner, J.**, Postmus, J., Hetling, & Hsiu-Fin, L. (August 2017). Phase III Report: Assessing Domestic Violence Under the Family Violence Option: Risk Assessment Tool Creation. Report developed by the Center on Violence Against Women and Children, for the New Jersey Division of Family Development

Kynn, J., **Steiner, J.**, Hoge, G., & Postmus, J. (August 2016). Providing Services to Trafficking Victims: Understanding Practices Across the Globe. Report developed by the Center on Violence Against Women and Children, for Safe Horizon

**Steiner, J.**, Johnson, L., & Holcomb. (May 2016). Assessing Domestic Violence Under the Family Violence Option – Manual for Pilot Risk Assessment Tool. Manual developed by the Center on Violence Against Women and Children, for the New Jersey Division of Family Development

Johnson, L., **Steiner, J.**, Holcomb., S., Postmus, J., Hetling, A., (April 2016). Assessing Domestic Violence Under the Family Violence Option - Stakeholders Views of the Functioning of the Family Violence Option in New Jersey - A Mixed Methods Analysis. Report developed by the Center on Violence Against Women and Children, for the New Jersey Division of Family Development

Johnson, L., Holcomb, S., Hetling, A., Postmus, J. **Steiner, J.** & Hsiu-Fin, L. (Feb 2016). Phase 1 Report B: Assessing Domestic Violence Under the Family Violence Option - A Review of State Practices and Evaluation Research. Report developed by the Center on Violence Against Women and Children, for the New Jersey Division of Family Development

## **PRESENTATIONS**

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**Steiner, J.**, (2020, March). *The relationship between sexual violence and mental health for girls in Malawi* [Poster presentation]. Society for Research on Adolescence Biennial Meeting. San Diego.

\*Unable to deliver; meeting cancelled due to COVID 19 outbreak\*

**Steiner, J.**, (2019, January). *The relationship between sexual violence and mental health outcomes for adolescent girls and young women in Malawi* [Poster presentation]. Society for Social Work Research (SSWR) 2020 Conference. Washington D.C.

Nikolova, K., **Steiner, J.**, Cardenas, I., Khetarpal, R. (2019, January). *Women's help-seeking in Asia and the Pacific: Factors that impact survivors of IPV* [Paper presentation]. Society for Social Work Research (SSWR) 2020 Conference. Washington D.C.

Cardenas, I., **Steiner, J.**, Peterson, A. (2019, January). *Testing measurement invariance of a Brief Sense of Community Scale among Black, Non-Hispanic and Hispanic youth: Identifying differences in item intercepts and latent factor means* [Poster presentation]. Society for Social Work Research (SSWR) 2020 Conference. Washington D.C.

**Steiner, J.**, Cardenas, I, Nikolova, K., Khetarpal, R. (2019, October). *Incubations for knowledge mobilization: Connecting research and practice for GBV and refugees* [Workshop presentation]. Council on Social Work Education (CSWE) Annual Program meeting (APM). Denver, Colorado.

**Steiner, J.**, Johnson, L., & Postmus, J., Davis, R. (2019, October). *Sexual violence of Liberian school age Students: An investigation of perpetration, gender and forms of abuse* [Paper presentation]. Sexual Violence Research Initiative Forum 2019. Cape Town, South Africa

**Steiner, J.** & Mincin, J., Khetarpal, & Indart, M. (2019, June). *Addressing wellbeing, mental health, and integration of refugee survivors of sexual violence in the United States* [Paper presentation]. Unveiling Inequality & Gender-Based Violence: A Global Public Policy Symposium. West Long Branch.

**Steiner, J.** & Spear, A. (2019, April). *School related gender-based violence in West Africa- A study of the possibility of accountability and collective action.* [Paper presentation]. 62<sup>nd</sup> Annual Meeting of the Comparative and International Education Society (CIES): San Francisco, California.

**Steiner, J.**, O'Connor, J., Cusano, J., & McMahon, S. (2019, January) *Campus staff as mandated reporters: Knowledge of how to help survivors of sexual violence* [Poster presentation]. Society for Social Work Research (SSWR) 2019 Conference. San Francisco, CA.

**Steiner, J.**, Nikolova., K., Postmus, J & Hetling, A & Johnson, L. (2019, January). *The search for the ideal victim: Does stigma of residing with the abuser impact receipt of waivers among IPV survivors?* [Paper presentation]. Society for Social Work Research (SSWR) 2019 Conference. San Francisco, CA.

Muchomba, F & **Steiner, J.**, (2019, January). *Is parental asset ownership associated with daughter's child marriage? A secondary analysis of longitudinal data from Ethiopia.* [Paper presentation]. Society for Social Work Research (SSWR) 2019 Conference. San Francisco, CA.

O'Connor, J., **Steiner, J.**, Snyder, S. (2019, January). *Readiness to take action on sexual violence: Comparing commuter and non-commuter students* [Paper presentation]. Society for Social Work Research (SSWR) 2019 Conference. San Francisco, CA.

Barchi, F., Winters, S., **Steiner, J.**, (2019, January). *Working with new public datasets on violence against children and adolescents in international settings* [Workshop presentation]. 22<sup>nd</sup> Annual Society for Social Work Research (SSWR) 2019 Conference. San Francisco, CA.

Johnson, L., Cusano, J., Nikolova., K **Steiner, J.**, & Postmus, J. (2019, January). *Do you believe your partner is capable of killing you? An examination of factors that IPV survivors associate with fatality*

*risk?* [Paper presentation]. Society for Social Work Research (SSWR) 2019 Conference. San Francisco, CA.

**Steiner, J.**, Johnson, L., Hetling A., & Postmus, J. L. (2018, July). *Creating a tool for assessing domestic violence risk and impact among TANF clients* [Paper presentation]. International Family Violence and Child Victimization Research Conference (IFVCVRC). Portsmouth, NH.

Nikolova., K, **Steiner, J.**, Postmus, J & Hetling, A. (2018, July) *Does stigma of residing with the abuser impact receipt of waivers among a sample of IPV survivors?* [Paper presentation and Selected Moderator]. IFVCVRC, Portsmouth, NH.

Hetling, A., Postmus, J., **Steiner, J.**, & Johnson, L. (2018, June) *Creating a tool for assessing domestic violence risk and impact among TANF Clients.* [Paper presentation]. Research and Evaluation Conference on Self- Sufficiency (RECS). Washington, DC.

**Steiner, J.** & Spear, A. (2018, March). *Responses to sexual school-related gender-based violence in West Africa: A comparative social-ecological study* [Paper presentation]. 62<sup>nd</sup> Annual Meeting of the Comparative and International Education Society (CIES): Mexico City, Mexico.

**Steiner, J.**, Kynn, J., Stylianou, A., & Postmus, J. L. (2018, January). *Providing services to trafficking victims: Understanding practices across the globe* [Poster presentation]. Society for Social Work Research (SSWR) 2018 Conference. Washington D.C.

**Steiner, J.**, & Spear, A. (2017, Nov). *You can't say too much: Qualitative interpretations on sexual school-related gender-based violence through an ecological framework in Burkina Faso and Benin.* Within the “African Youth and Sexuality” panel [Paper presentation and Panel Chair]. 60th Annual Meeting of the African Studies Association. Chicago, IL.

Hetling, A., Holcomb, S., Johnson, L., **Steiner, J.** & Lin, H. (2017, July). *State implementation of the Family Violence Option twenty years later.* [Paper presentation]. National Association for Welfare Research and Statistics Conference, Pittsburgh, PA. July 30-Aug 2, 2017.

**Steiner, J.**, (2017, April). *Sexual relations between male secondary school teachers and adolescent girls in Benin, West Africa: Qualitative interpretations on the causes and consequences through an ecological framework.* [Paper presentation]. Boston University Graduate Student Conference in African Studies. Boston, MA.

**Steiner, J.**, (2017, April) *Sexual relations Between school teachers and girls in Benin, West Africa* [Paper presentation]. Mapping New Directions in International Research, Rutgers University. New Brunswick, NJ. April 18, 2017

**Steiner, J.**, Johnson, L., Postmus, J. & Davis, R. (2017, March) *Teacher perpetrated violence and its association with experiences of sexual violence in Liberia.* Within the “Researching Threats to Safer Learning Environments in Conflict and Crisis Environments – School Related Gender Based Violence” Panel [Paper presentation]. 61<sup>st</sup> Annual Comparative and International Education Society (CIES) Conference. Atlanta, GA.

**Steiner, J.**, Johnson, L., & Postmus, J. Davis, R., (2017, Jan) *Teacher perpetrated violence and Its association with experiences of sexual violence.* [Poster presentation]. Society for Social Work Research (SSWR) 2017 Conference. New Orleans, LA.

**Steiner, J.**, (2016, April) *Teacher perpetrated sexual violence in Benin: Multi-disciplinary approaches* [Paper presentation]. Word, Image and Power: Africa and the African Diaspora: An International Conference Redefining Perspectives. New Rochelle, NY.

**Steiner, J.** (2016, April) *Teacher perpetrated sexual violence against adolescent girls in Benin: Approaches to response* [Paper presentation]. Rutgers-Camden Graduate Student Conference in Childhood Studies, Reimagining the Child: Next Steps in the Study of Childhood(s). Camden, New Jersey.

## UNIVERSITY LEVEL TEACHING EXPERIENCE

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- Spring 2019     **Rutgers University, School of Social Work**  
*Part Time Lecturer* (New Brunswick, NJ)  
Human Behavior in the Social Environment (HBSE): Violence and Abuse in Childhood  
Masters in Social Work Program
- Fall 2018     **Rutgers University, School of Social Work**  
*Part Time Lecturer* (New Brunswick, NJ)  
HBSE 1  
Bachelor in Social Work program
- Fall 2018     **Rutgers University, School of Public Health**  
*Guest Lecture* (New Brunswick, NJ)  
Introduction to Global Public Health (Master's Level)
- Fall 2018     **Rutgers University, Women and Gender Studies**  
*Guest Lecture* (New Brunswick, NJ)  
Feminism: Theory and Practice (Master's Level)
- Spring 2016     **Rutgers University, School of Social Work**  
*Guest Lecture* (New Brunswick, NJ)  
Women's Issues (MSW)
- Winter 2012     **Teachers College, Columbia University**  
*Masters Level Teaching Assistant* (New York, NY)  
ITSF 4013: Literacy and International Development

## RESEARCH and EVALUATION EXPERIENCE

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### **New Jersey Division on Women/Office of Research, Evaluation and Reporting, Department of Children and Families**

*Evaluator* (Trenton, NJ)     July 2019-Present  
Rape Prevention and Education (RPE) Evaluation (CDC funded) and Primary Prevention of Sexual Violence (PPSV)

Responsibilities: Lead rigorous quantitative and qualitative evaluation activities for the implementation of sexual assault prevention activities across the state of NJ with a focus on racial health equity; including designing evaluation plan and assessments for process and outcome evaluations; performing advanced quantitative and qualitative data collection, including survey development, focus groups, and interviews; conduct trainings online and in-person to staff and community organizations; lead analysis of quantitative and qualitative evaluation activities; provide training on Adverse Childhood Experiences to DCF staff; member of the Race Equity data committee; lead analysis, data and report management of sexual violence COVID 19 response; member of the wellness committee for COVID 19 crisis.

**Center on Violence Against Women and Children (VAWC), Rutgers School of Social Work**

*Evaluation Coordinator* (New Brunswick, NJ)

Sept. 2017-July 2019

Victims of Crime Act (VOCA) Evaluation

PI: Sarah McMahon, MSW, PhD

Responsibilities: Lead quantitative and qualitative evaluation activities on Rutgers campuses for the implementation research project focused on campus sexual assault services and advocacy; hired and oversaw research assistants and staff; performed advanced quantitative and qualitative data collection and analysis, including survey development; prepare IRB applications; conducted trainings to staff; lead focus groups and conducted interviews with key stakeholders and students/survivors.

**Comparative and International Education Society (CIES)**

*Research Assistant*

Jan. 2019-May 2019

***Innovating Gender Monitoring at the Comparative and International Education Society (CIES)***

PI: Pi: Emily Anderson, PhD, Centenary University

Responsibilities: Conducted participant observation, and focus groups for enhancing monitoring of gender equality and women's participation in CIES.

**VAWC, Rutgers School of Social Work**

*Research Assistant* (New Brunswick, NJ)

Jan. 2015-January 2016

***Providing Services to Trafficking Victims: Identifying Best Practices Across the Globe***

PI: Judy L. Postmus, PhD, ACSW

Responsibilities: Conducted literature and systematic reviews, key stakeholder interviews across the globe for the Global Trafficking Learning Collaborative; conducted advanced qualitative analysis in Nvivo; wrote reports and articles based on findings and presented findings at conferences.

**VAWC, Rutgers School of Social Work**

Sept 2015-Sept 2017

*Graduate Research Assistant* (New Brunswick, NJ)

***Assessing Family Violence Under the Family Violence Option***

PI: Judy L. Postmus, PhD, ACSW & Andrea Hetling, PhD

Responsibilities: Conducted literature and systematic reviews, focus groups, interviews; administered and developed surveys; performed advanced quantitative and qualitative data collection and analysis in SPSS and Nvivo; created manuals for risk assessments; created and conducted trainings and lead capacity building; wrote reports and articles based on findings and present findings at conferences.

**Rutgers School of Social Work**

*Research Assistant Internship* (New Brunswick, NJ)

June 2017-Dec. 2017

***Research on Child Marriage and Gender Focused Parental Asset Ownership in Ethiopia***

PI: Felix Muchomba, MPH, PhD

Responsibilities: Performed literature review and advanced quantitative analysis (STATA); problem formation, data management and analysis including descriptive and inferential statistics; submission of abstracts for conferences and for journal submission.

**Teachers College, Columbia University**

Oct 2012-Dec 2012

*Research Assistant* (New York, NY)

***Literacy in Conflict-Affected Sites***

PI: Lesley Bartlett, PhD

Responsibilities: Executed literature review and managed key informants for project focused on "conflict-sensitive" literacy and early grade readings programs within parameters of the USAID Education Strategy 2011.



**International Rescue Committee (IRC)**

August 2012

*Child and Youth Protection and Development (CYPD) Intern* (Kenema, Sierra Leone)

**Responsibilities:** Developed participatory training, research, and program plan for a MSC (Most Significant Change) evaluation focused specifically on adolescent girl's education; trained host country national staff in MSC evaluation methods, and managed implementation and follow up of evaluation; conducted research on School Related Gender-Based Violence (SRGBV).

**PREVIOUS EMPLOYMENT and PRACTICE EXPERIENCE**

**International Catholic Migration Commission (ICMC)**

March 2014 – Aug 2015

*Program Manager* (Amman, Jordan)

**Description** Managed and oversaw the program design, staff, and overall implementation of ICMC humanitarian assistance projects in Jordan, focused particularly on outreach through vulnerability assessments, and provision of shelter, cash assistance, and Non-Food Item (NFI) assistance to urban Syrian refugee and Jordanian host-community beneficiary populations; oversaw monitoring, evaluation and learning of program activities, including weekly field visits to two field offices and surrounding areas; wrote program reports for donors; liaised with partners and donors and participated in humanitarian sector working groups including cash, NFI, and shelter sectors; served as a United Nations High Commissioner for Refugee (UNHCR) Gender Focal Point and lead gender mainstreaming trainings for sectors.

**Hebrew Immigrant Aid Society (HIAS)**

July 2013 – Feb 2014

*Program Associate* (New York, NY)

**Description** Developed, and monitored program activities of HIAS local refugee resettlement affiliate sites; implemented, evaluated, and monitored federally-funded grant programs, including Reception and Placement and Preferred Communities grants, which included conducting online and in-person technical assistance and trainings, needs assessments and developing program materials with specialized focus on LGBTQI and vulnerable refugees through intensive case management; provided technical assistance for citizenship education programs.

**United Nations Girls Education Initiative (UNGEI/UNICEF)**

July 2013 – Aug 2013

*Consultant* (New York, NY)

**Description** Developed *School Related Gender Based Violence (SRGBV): UNGEI-UNESCO Discussion Paper (November 2013)*, a concept note which outlined the definition, manifestation, prevalence, consequences, and gaps in knowledge of SRGBV, key policy and program responses, and recommendations for further action related to SRGBV.

**International Rescue Committee (IRC)**

Jan 2013 – May 2013

*Child and Youth Protection and Development (CYPD) Manager* (Abidjan, Cote d'Ivoire)

**Description:** Oversaw CYPD projects and staff, lead funding proposal and writing, managed research, budget, monitoring and evaluation, program design and implementation, and trainings; performed tasks in French and English; focused specifically on programs related to youth and livelihoods, formal and non-formal education, adolescent girls programming, child protection, as well as co-programming with the Women's Protection and Empowerment (WPE) unit focused on SRGBV; liaised with donors, partners and national authorities on programming; coordinated capacity building plans; provided quality control on trainings, and technical assistance.

**International Rescue Committee (IRC)**

Dec 2010 – Jan 2013

*Immigration Program Coordinator (New York, NY)*

Description: Developed standardized ESL/Civics curriculum, lesson plans, and resources for resettlement field staff; created and led online and in-person trainings for nation-wide immigration consortium and field staff; provided technical assistance to immigration field staff and civic educators and coordinated best practice sharing managed USCIS grant-funded civic education programs; performed direct program monitoring and evaluation and site visits; responsible for report writing and coordination, grant writing, work plans, external communication, messaging, and outreach of program; participated in national and local network coalitions with Non-Governmental Organizations (NGO) and governmental organizations; organized national immigration conferences; supervised interns; provided direct immigration services to refugees, asylees, and immigrants.

**Harlem YMCA: New Americans Welcome Center**

Feb. 2010 – December 2010

*Educational Case Manager/Counselor (New York, NY)*

Description: Provided comprehensive direct services (instructional, vocational, family support, health) information and resources to immigrant, refugee, and asylee students and clients; coordinated activities including class placement and educational intakes, fundraising and communication; conducted community outreach and formed coalitions with other non-profit and government organizations; oversaw and managed volunteers; taught English as a Foreign Language; and performed majority of tasks in French, and basic Spanish.

**African Advocacy Network**

Oct 2009 – December 2009

*Paralegal (San Francisco, CA)*

Description: Provided direct service and legal assistance to African refugees, immigrants, and asylum seekers residing in the San Francisco Bay Area; performed the majority of tasks in French and English.

**United States Peace Corps**

July 2007 – August 2009

*Teacher of English as a Foreign Language (TEFL) Volunteer (Azove, Benin)*

Description: Taught middle and high school students (up to 70 students a class); developed health projects, academic competitions and clubs, girls sports teams; particularly focused programming on adolescents and women; coordinated and directed national adolescent girls leadership camp (Camp GLOW); wrote, secured and managed a \$6,000 grant and budget ; founded and taught ESL curriculum program for refugees in partnership with UNHCR; performed tasks in French and English.

**Global Youth Partnership for Africa**

Jan 2006 – April 2006

*Community Fellow (Kampala, Uganda)*

Description: Directed service placement in Namawango, a slum of Kampala, working with youth and women displaced from the conflict in the north of Uganda; provided technical assistance for micro-credit craft project for women and focused on economic empowerment and developed recreational activity and computer training opportunities for displaced youth.

## PROFESSIONAL AFFILIATIONS

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Society for Social Work Research (SSWR)

Council for Social Work Education (CSWE)

African Studies Association (ASA)

Comparative and International Education Society (CIES)

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## PROFESSIONAL DEVELOPMENT

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**Software:** SPSS, STATA, NViVo, Tableau (data visualization), Qualtrics, SurveyMonkey, Microsoft Forms, Covidence, and Excel

**Languages:** Advanced fluency French; Elementary proficiency Spanish; Elementary proficiency Arabic; Working proficiency in Adja (Beninese language)

Fundamentals of Designing & Teaching Online Courses, Rutgers Office of Instructional Design	2021
Introduction to College Teaching, Rutgers University Teaching Assistant Project	2019
Licensed Social Worker (New Jersey)	2018
Transatlantic Summer Institute: Qualitative and Mixed Methods	2018
American Evaluation Association Professional Development Courses “Mixed Methods”	2017
Qualitative Research Summer Intensive: “Implementation Research”	2017
Certificate, Preparing for the Professoriate, Rutgers Teaching Assistant Project	2016
NYC Certificate Rape Crisis Counselor (The Anti-Violence Project)	2011
Teaching English as a Second Language to Adults (TESLA) Certificate	2010

## AWARDS and FUNDING

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- o Rutgers University School of Social Work Graduate Research Assistantship, 2015-2018
- o Dean’s Dissertation Fund, Rutgers School of Social Work, 2019
- o Fellow, Rutgers PreDoctoral Leadership Development Academy (PLDA), 2018-2019
- o Fellow, Institute for Research on Women Seminar: “Public Catastrophes, Private Losses”, 2018-2019
- o Rutgers University Graduate School, New Brunswick, NJ: Conference Travel Award, 2018
- o Teaching Assistant and Graduate Assistant Professional Development Fund, New Brunswick, NJ: Summer Study Award, 2016 & 2017 & 2018
- o Principal Investigator, Research and Innovation Fellow-Benin, United States Agency for International Development (USAID), 2017
- o Rutgers University Graduate School, New Brunswick, NJ: Special Study Award, 2017
- o Center for African Studies, Rutgers University, New Brunswick, NJ: Graduate Enrichment Grant 2016 & 2017

## SERVICE

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### Rutgers University

- o Doctoral Student Association (DSA) Cohort liaison at Rutgers School of Social Work, 2018-2019
- o Interdisciplinary GBV Working Group in Global Contexts Manager, 2017-2018: Focused on the intersections of refugees and Gender Based Violence (GBV); secured and ran \$10,000 grant funded budget, managed sub-committees for execution of Fall 2018 and Spring 2018 colloquium providing training to researchers and practitioners, with continuing education credits
- o Invited Moderator at “The Future of African Studies” Symposium: Problems and Possibilities: Perspective from the Future of the Field, Center for African Studies, Rutgers University, 2018
- o Invited Moderator at “Global Africa, Migration, Literature and the Arts Intercollegiate Symposium”, Center for African Studies, Rutgers University, 2019

- Featured on “Rutgers Around the World”: Episode 8: Fostering Dialogue about Violence Against Refugee Women” <https://global.rutgers.edu/rutgers-around-world-tv-show-and-podcast>

### **Social Work profession**

- Society for Social Work and Research (SSWR), Doctoral Student Committee member 2020-2021 (competitive selection)
- Member, CIES Gender Mentorship Subcommittee and Gender and Education Committee Research team, 2017-2019
- Member, University of Michigan Intimate Partner Violence (IPV) and Asylum research group, 2018-Present

### ***Ad hoc Reviewer***

- *Journal of Interpersonal Violence.*
- *Human Service Organizations: Management, Leadership, & Governance*
- *American Journal of Public Health*
- *Trauma, Violence & Abuse*
- *Advances in Social Work*
  
- Peer Editor, Journal, *Difference, Gender and Sexuality in Education*, Teachers College, Columbia University, 2012

### **Community service**

- Member, Global Working Group to End School Related Gender Based Violence (SRGBV) & Education in Crisis and Conflict Network (USAID), 2016-Present
- Founding member, Refugee *and Gender Research Team (RGRT)*: conduct program evaluation, research, and grants support specifically focused on refugee wellbeing, women and girl refugees, and programs, supporting refugee resettlement and displacement, 2018-Present
- Appointed member, New Jersey Office of Refugees State-wide Refugee Wellness Advisory Council, 2018-Present
- Immigrant and Refugee Commission, Borough of Highland Park, 2017-2019
- Ethical Standards Volunteer, UNGEI/UNICEF (2016)
- Gender and Sexuality Commissioner; UC Davis, 2003-2005
- Founder and Chairperson: STAND - A Student Anti Genocide (Darfur) Coalition; UC Davis and UC Berkeley, 2003-2007