

Tawanda L. Hubbard, MSW, DSW, LCSW

EDUCATION

MONTCLAIR STATE UNIVERSITY, Graduate School, Montclair, NJ

- *Accepted into the Family Science and Human Development PhD Program, start date Fall 2021*

RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK, New Brunswick, NJ

- Doctorate in Clinical Social Work, May 2017
- Master of Social Work, Direct Practice: Children and Families, May 2005

BLOOMFIELD COLLEGE, Bloomfield, NJ

- B.S., Business Administration: Management, Magna cum laude, December 2000

HONORS/AWARDS

- **JV Educational Teaching Leadership Award 2021 Recipient** for providing outstanding leadership within the field of higher education. Awarded at the 18th Annual International Males of Color Empowerment and Retention Education Conference, held virtually on March 17, 2021
- **Pink Heart Award**—Fighting for Social Justice, Civil Rights and Civic Engagement, North Atlantic Region, Alpha Kappa Alpha Sorority, Inc., February 2018
- **Minority Doctoral Fellowship**, Council of Social Work Education, 2016 - 2017
- **Outstanding Doctoral Instructor Award**, Rutgers School of Social Work, May 2016
- **Outstanding Adjunct Instructor Award**, Rutgers School of Social Work, May 2014
- **Outstanding Adjunct Instructor Award**, Rutgers School of Social Work, May 2013
- **Acknowledgement Award**, Franklin Township Dept. of Community Resources and Services, 2006
- **Fu Fellowship Recipient**—MSW Program, 2003 – 2005
- **Special Recognition – Parent Involvement**: 2001, 2002 & 2003
- **Bloomfield College Service Award** – 2001
- **Charlotte W. Newcombe: Mature Woman Scholarship Recipient**, 1998 -2000
- **Delta Mu Delta Honor Society**, Bloomfield College
- **Beta Chapter of Alpha Chi Honor Society**, Bloomfield College

LICENSE

New Jersey License Clinical Social Worker, since April 2008

CERTIFICATIONS

Spirituality and Social Work Practice, online certificate, NYU School of Social Work, September 2020 – April 2021

Certificate Program on Mixed Methods Research, University of Michigan School of Social Work, June 2020

EMDRIA-Approved EMDR Basic Training, Lecture, Practicum and Consultation, Completion Date, October 2018

Teaching Online—An Introduction to Online Delivery, Quality Matters, Completion Date, May 21- June 4, 2015

Strengthening Families Protective Factors Framework Trainer Certification, CTF Alliance, October 2014

Post Graduate Certificate Training Program, Multicultural Family Institute, Sept. 2013 –May 2014

Social Work Leadership Certificate Program, NASW-NJ, starts October 2012 – June 2013

Foundations in Family Therapy, Ackerman Institute for the Family, September 2012 – May 2013

Disaster Response Crisis Counselor, NJ Mental Health Association, September 2013

Supervision in Field Instruction (SIFI), Rutgers, September 2011 – January 2012

Train the Trainer, Family Intervention Services, March – June 2011

QPR Suicide Prevention Gatekeeper Instructor Certification Program, May 2010

Postgraduate Program in Murray Bowen's Natural Family Systems Therapy and Family Therapy,
September 2009 - December 2009

Certification as Child Sexual Abuse Therapist, CSACCP-DCBHS, 1 Year – Completed in September 2009

Advanced Certification Practicum in Rational Emotive Behavioral Therapy, Ellis Institute, July 2009

Primary Certification Practicum in Rational Emotive Behavioral Therapy, Ellis Institute, July 2009

Postmasters in Clinical Practice with Adolescents, NYU, Feb. 09 - June 2009

Clinical Social Work Supervision Certification, NASW-NJ, March 2009

QPRT Certification (Suicide Prevention Assessment), Certified July 2008

CAFAS Certification (Child and Adolescent Functioning Assessment Scale), Certified July 2008

IMDS Certification (Strength and Needs Assessment), Recertified 2018

NJ School Social Work Certification, Since December 2005

SCHOLARSHIP INTEREST

Areas of scholarship interests are in-home/in-community behavioral health, relational neglect of adolescents within their familial environment and community, the value of oppositionality in adolescence, institutionalizing diversity and inclusion and dismantling structural discrimination within human service institutions, anti-racism and anti-oppression, incorporating social justice into clinical practice, creating sustainable safe and nurturing spaces for Black women in leadership, promotion of social work profession, advocacy, and mentoring social work students and human service professionals entering the field. *Scholarship is disseminated through teaching, presentations in-person and virtual, publications and practice.*

TEACHING, SERVICE EXPERIENCE, and CONSULTATION

Rutgers University School of Social Work, New Brunswick, NJ

Faculty - Associate Professor of Professional Practice, September 2021 – Present

- Teaching: Clinical Social Work I & II; Clinical Social Work: Adolescents; Clinical Social Work: Families; and Clinical Assessment and Diagnosis
- Service: Committees and Advising

University of Kentucky School of Social Work DSW 100% Online Program

Consultant Curriculum Developer, January 2021 – June 2021

- Clinical Praxis Theory (SW 872) developing course syllabus, course content, and canvas shell.

Rutgers MSW100% Online Program, NJ

Part-time Lecturer 2, January 2020-Present

Part-time Lecturer, May 2015 – December 2019

- Clinical Social Work Practice I (19:910:511) Summer: 2015, 2016, 2017, and 2018; Fall 2016, 2017, 2018, 2019, & 2020
- Clinical Social Work Practice I (19:910:511) Fall: 2016, 2017, 2018, 2018, & 2019

Rutgers Intensive Weekend MSW Program for Social Service Employees, Northern and Central, NJ

Part-time Lecturer 2, January 2020- Present

Part-time Lecturer, September 2012 – December 2019

- Clinical Social Work Practice I (Hybrid – Face-to-Face and Online) (19:910:511): S' 2013, S' 2014, S'2015, S'2016, S' 2017, S' 2019, S'2020(in-person and virtual), & S'2021(virtual)
- Clinical Social Worker Practice II (Hybrid – Face-to-Face and Online) (19:910:512) F' 2017, F' 2018, F'2019, F'2020 & F'2021(virtually)

Rutgers Graduate School of Social Work, New Brunswick, NJ

Part-time Lecturer 2, January 2020 – August 2021

Part-time Lecturer, September 2011- December 2019

Adjunct Faculty Field Supervisor, September 2012 – April 2017

- *Workshop Facilitator*, Joining Forces Initiative: Call to Action—RWJ Medical School Warrior Centric Healthcare Training Inter-Professional Education Program, 1 Day training for students in Social Work, Medical, and Nursing Fields, focused on providing collaborative services to Veterans in the community, held on June 23,2014.
- *Faculty Field Supervisor*: Provide direct individual and group field instruction to BSW and MSW Students assigned to facilitate and integrate their learning in field with class work and professional development as social workers. (Fall 2012 – Spring 2017)
- *Instructor-Social Work Practice I* (19:910:500); *Clinical Social Work Practice I* (19:910:511) *Clinical Social Work II* (19:910:512) and *Clinical Assessment and Diagnosis* (19:910:507:U7) 2011-2021.
- *Part-time Lecturer Observations*: Conducted two PTL observations for two part-time lecturers teaching online MSW courses in 2019 which consisted of attending a two-hour observation training course (September 23, 2019); auditing the course; writing report; and meeting with the PTL to discuss the observation and recommendations.

NJ Child Welfare Training Partnership, New Brunswick, NJ

Consultant Trainer, October 2012 – Present

- Facilitate or co-facilitate full and/or half day trainings to DCP&P Case Managers, Supervisors, and System Partners: Using Genograms and Ecomaps, Working with Immigrant Families, Child Sexual Abuse Issues Module 1 & 2, Human Trafficking 1 & 2, Mental Health Screenings, Case Practice Module 1, 2, & 3, Strengthening Families Protective Factors Framework, Youth Thrive Framework, Secondary Traumatic Stress, etc.; Co-Organized and Facilitated Trainer's Summit—2015; and Consult and write Training and Curriculum Development.

Monmouth University School of Social Work, West Long Branch, NJ

Faculty - Specialist Professor, August 2017 – June 2020

- Taught in the BSW and MSW programs, advised students, curriculum development and service.
 - Fall Semester Courses being taught--HBSE I, Field Education, Advance Clinical Practice with Children, Clinical Practice with Families and Children, and Global Perspectives in Human Rights and Social Justice.
 - Spring Semester Courses being taught—HBSEII, Field Education, Evaluation of Practice Effectiveness, Advance Clinical Practice with Children, and Clinical Social Work Diagnosis, Assessment, and Intervention Planning.
 - Supervised independent studies for students.

Service

- **Co-Advisor, September 2018—May 2020**
Tau Eta Undergraduate Chapter, Alpha, Kappa Alpha Sorority, Inc.,
- Committees: HBSE, Clinical Practice with Children and Families, DSW, and Foundations/Undergrad
- Adjunct Professor Observations: Conducted observations of adjunct professors which consisted of auditing one class, writing report, and meeting with adjunct professor to discuss observations and recommendations.
- Co-Presented LSW Prep Presentation, Fall 2017, 2018 & 2019
- *Panel Participant*: Interprofessional Disciplinary panel discussion with the School of Education, Speech-Language Pathology Department, Spring 2018

- *Facilitator*, Interprofessional Education 1 day event, sponsored by the Graduate Program for Athletic Training, Nurse Practitioners, Physician Assistants, Social Work, and Speech-Language Pathology students, focused on providing collaborative services and creating an integrated care plan for a client with traumatic brain injury, February 26, 2019.

PUBLICATIONS

- Hubbard, T.L. (January 2021). A Moment of Reflection on Her Story, Our Story: Kamala Harris, Vice President-Elect of the United States of America, *NASW-NJ Focus*, January 2021, Vol 30.4
- Hubbard, T. L. (November 2020). *It's All About The Set-up: Creating Accountable Learning Spaces that Supports Diversity Conversations* [Accepted Conference Poster Presentation #84] CSWE 2020 Virtual APM <https://cswe.org/Events-Meetings/2020-APM/APM-2020-Final-Program.aspx>
- Hubbard, T. L. (November 2020). *Having Difficult But Necessary Conversations with Your Social Work Field Supervisor* [Accepted Conference Poster Presentation #719] CSWE 2020 Virtual APM <https://cswe.org/Events-Meetings/2020-APM/APM-2020-Final-Program.aspx>
- Jaffe, M., Nicola, W & et. al. (Eds.) (2020). Podcast Interview with Dr. Tawanda Hubbard, LCSW—Spiritual Call to Social Work: *Spirituality in Mental Health Practice: Narrative Case Studies*. New York: Publisher: Routledge
- Hubbard, T. L. (January 2019). Having Difficult but Necessary Conversations with Your Field Instructor, *The New Social Worker*, Winter 2019, Vol. 26, No. 1, p. 6-7
- Hubbard, T. L. (December 2017). Showing Up and Standing Up for Social Work: Social Workers Owning and Shaping the Narrative of Our Profession, *NASW-NJ Focus*, 26 (6), p. 9-10.
- Hubbard, T. L. (December 2017). It's not all about the behaviors: Identifying and addressing relational neglect in adolescence within the familial environment, *Reflections: Narratives for Professional Helping*, 23 (1), p. 52-65
- Hubbard, T. L. (May 2017). New Take on Opposition in Adolescence. <https://tawandalhubbarddsw.com/>
- Hubbard, T. L. (February 2015). We Must Never Forget the Progress and Struggle of African Americans. *NASW-NJ Focus*, 24(1), pp.1, 8
- Hubbard, T. L. (February 2013). A Moment of Reflection: Focus on African American Social Work Pioneers. *NASW- NJ Focus*, 22(1), p. 5

PRESENTATIONS, KEYNOTES, TRAININGS, AND CONFERENCE EXPERIENCE

Stockton University, Social Worker Continuing Education Program, April, July & August 2021, 3-hour Virtual Training

- **Invited Webinar:** Navigating and Managing Implicit Bias and Microaggressions in Serving Others
- **Invited Webinar:** Let's Talk about Racism, Trauma and Its Impact on Mental Health and Well-being

Ocean Mental Health Services, Bayville New Jersey, March 16, 2021- Full Day Virtual Training

- **Invited Webinar:** Looking at Mental Health through the Lens of Stigma and Racism: Assessment, Diagnosis, Treatment and Service Delivery

Rutgers Alumni Advisory Council: Rutgers Alumni Conversations, 2.5-hour Webinar, March 15 & May 10, 2021

- **Virtual Presentation:** A Social Worker's Top Priority: Attunement and Self-Care in the Midst of COVID-19 and Civil unrest
- **Panelist:**

NJ Victims Assistance Academy, Rutgers Institute for Families, School of Social Work, Virtually, January - March 2021

- **Invited 2-hour Webinar:** Navigating and Managing Implicit Bias and Microaggressions in Serving Others
- **Invited 2-hour Webinar:** The Practice of Mattering: A Person-Centered Approach—Honoring the Dignity and Worth of the Person in Victim Status
- **Invited 2-hour Webinar:** Exploring the Violence and Victimization on a Person's Identity and Well-being in a Family Context

- **Invited 2-hour Webinar:** Staying Victim-Centered Practicing a Trauma-informed Approach During COVID-19
- **Invited 2-hour Webinar:** Let's Talk about Racism, Trauma and its Impact on Mental Health and Well-being
- **Invited 2-hour Webinar:** Foundation Series—Modified Modules 6, 7, and 11

NJ Child Support Institute, Rutgers Institute for Families, School of Social Work, Virtually—January – March 2021

- **Invited 2-hour Webinar:** Significance of Connections During Social Distancing
- **Invited 2-hour Webinar:** The Power of Universality: Supporting Others When We Feel Vulnerable
- **Invited 2-hour Webinar:** Dealing with Difficult Emotions

In the Spirit of Sankofa: Celebrating the Resilience of The Black Family – Black History Month Virtual Presentation, Co-sponsored by New Brunswick NAACP, NABSW-NJ Chapter, and BABA's Legacy, Inc., February 24, 2021

- **Invited Presenter:** The Counter Narrative: Knowing the Cloth We Are Cut From—Embracing the Strengths of Black Families—Individual and Collective Wellness

NASW-NJ Clinical Supervision Certificate Course- 4hours each day, February 6- 9, 2021

- **Consultant Trainer:** Training covers 3 fundamentals of supervision, what is clinical supervision, ethics, risk management, teaching methods, parallel process, code of ethics, and boundaries

RWJ – Hospital Violence Intervention Program, Two Live Virtual 2-hour Webinars, January 21 & 22 ,2021

- **Invited Webinar:** A Victim-Centered Approach: Embracing Trauma-informed Care and Recognizing the Impact of Grief and Loss on Victims
- **Invited Webinar:** The Heart of Ethical Practice: Making, Managing, and Maintaining Boundaries

Rutgers Institute for Families, School of Social Work, New Brunswick, Presented Virtually, January & March 2021

- **Invited Presentation:** Normality v. Pathology: An Exploration of Child Developmental Health, 3-hour Webinar, January 15th
- **Invited Presentation:** Understanding Child Development through a Cultural Lens, 3-hour Webinar, presented to Morris Co. Jewish Family and Children Services, March 4th

Camden County Care Management Organization Live Virtual 2.5-hour Webinar, January 14, 2021

- **Invited Webinar:** Let's Discuss Supporting Children and Families of Color as they Negotiate and Navigate White Spaces

Culture Connections Live Virtual 2-day Webinar—3 hours each day, December 15 & 16, 2020

- **Invited Webinar:** Is Allyship Enough? The Interconnected System of Privilege and Oppression and Role of Allies in Social Justice

Family Connections, Live Virtual 6-hr Webinar, November 24, 2020

- **Invited Webinar:** Strength-based Case Management: Embracing a Holistic and Solution Approach

Center for Family Services Live Virtual 3-hr Webinar, November 2020

- **Invited Webinar:** Inclusive Leadership: The Heart of Creating a Climate of Cultural Awareness, Sensitivity, and Anti-Oppression

NJ Victims Assistance Academy, Rutgers Institute for Families, School of Social Work, Virtually, October – December 2020

- **Invited 2-hour Webinar:** Navigating and Managing Implicit Bias and Microaggressions in Serving Others
- **Invited 2-hour Webinar:** The Practice of Mattering: A Person-Centered Approach—Honoring the Dignity and Worth of the Person in Victim Status
- **Invited 2-hour Webinar:** Exploring the Violence and Victimization on a Person's Identity and Well-being in a Family Context

Rutgers School of Social Work, Institute for Families, 2-hour Webinar, November 16, 2020

- **Invited Webinar:** Where Do You Stand? Creating a Community Conversation to Talk About Racism and Anti-Racism

Culture Connections Live Virtual 3-hr Webinar, October 14, 2020

- **Invited Webinar:** Inclusive Leadership: The Heart of Creating a Climate of Cultural Awareness, Sensitivity, and Anti-Oppression

Middlesex County and Camden County Care Management Organizations—August, September, and October 2020

- **Invited 3-hour Webinar:** Let's Talk about Race, Racism, and Racial Justice: The Black Indigenous People of Color Struggle for Identity, Belonging, Equal Access and Power in Our Society
- **Invited 2-hour Webinar:** Navigating and Managing Implicit Bias and Microaggression in the Workplace Setting
- **Invited 2-hour Webinar:** Let's Discuss the Racial Experience of People of Color in America and Implications for Assessment, Diagnosis, and Treatment

Middlesex County, Office of Human Services, Department of Community Services--August and October 2020

- **Invited 2-hour Webinar:** Let's Talk about Racism, Trauma and its Impact on Mental Health and Well-being

Lindsay Meyer Teen Institute, Summer Virtual Conference, August 24, 2020

- **Invited Presentation:** Let's Talk about Race, Racism and Anti-racism: Guiding and Supporting Adolescents as they Navigate Today's Social Climate

NJ Probation Division, Rutgers Institute for Families, School of Social Work, NJVAA, Virtually—August 2020

- **Invited 2-hour Webinar:** Staying Victim-Centered Practicing a Trauma-informed Approach During COVID-19
- **Invited 2-hour Webinar:** The Power of Universality: Supporting Others When We Feel Vulnerable

NASW-NJ Clinical Supervision Certificate Course- 8 hours each day, August 10 & 11, 2020

- **Consultant Trainer:** Training covers 3 fundamentals of supervision, what is clinical supervision, ethics, risk management, teaching methods, parallel process, code of ethics, and boundaries

NJ Prevention Network Focus on Addiction 2020 Virtual Conference, June 18, 2020

- **Invited Presentation:** An Incomplete Story: The Unveiling of Health Disparities During COVID-19

Rutgers Institute for Families, School of Social Work, New Brunswick, Presented Virtually, June-December 2020

- **Invited Presentation:** Normality v. Pathology: An Exploration of Child Developmental Health, 3-hour Webinar, June 12, 2020
- **Invited Presentation:** Let's Talk about Opposition in Adolescence, 2-hour Webinar, July 16 & October 16, 2020
- **Invited Presentation:** Understanding Child Development through a Cultural Lens, 3-hour Webinar, July 22 & Dec. 20, 2020
- **Invited Presentation:** Attachment Theory: A Helpful Framework for Understanding and Intervening with at Risk Children and their Families, August 6 & December 9, 2020

NJ Child Support Institute, Rutgers Institute for Families, School of Social Work, Virtually—July – August 2020

- **Invited 2-hour Webinar:** Significance of Connections During Social Distancing
- **Invited 2-hour Webinar:** The Power of Universality: Supporting Others When We Feel Vulnerable
- **Invited 2-hour Webinar:** Dealing with Difficult Emotions

Advocates for Children of New Jersey and Rutgers School of Social Work Institute for Families, June 15, 2020

- **Invited Presentation:** Co-presented Attunement and Resiliency in the Midst of Uncertainty, 1-hour Webinar

NJ Victims Assistance Academy, Rutgers Institute for Families, School of Social Work, Virtually—April - August 2020; Dec. 2020

- **Invited 2-hour Webinar:** Staying Victim-Centered Practicing a Trauma-informed Approach During COVID-19
- **Invited 2-hour Webinar:** Significance of Connections During Social Distancing
- **Invited 2-hour Webinar:** The Power of Universality: Supporting Others When We Feel Vulnerable
- **Invited 2-hour Webinar:** Dealing with Difficult Emotions
- **Invited 2-hour Webinar:** Creating Nurturing Spaces through Technology

Family Connections Live Virtual 3-Day Full Training, June 2020

- **Invited Training:** The Heart of the Organization: Quality and Skillful Supervision

Culture Connections Live Virtual Full-day Training, May 11, 2020

- **Invited Presentation:** Looking at Mental Health through the Lens of Stigma and Race: Implications for Assessment, Diagnosis, Treatment and Service Delivery

NASW-NJ 2020 Virtual Annual Conference, April 28, 2020

- **Invited to Moderate 2-hour Webinar:** Dr. Jennifer Pax's Presentation: The Synergy of a Culturally Competent Social Service Organization
- **Invited to Moderate 2-hour Webinar:** Marline Francois-Madden's Presentation: Addressing Adultification Bias of Black Girls and Impact of Trauma

NASW-NJ Live Webinar, March – July 2020

- **Invited Presentation-Live, Moderator and Discussant Webinar:** Anti-racism in Social Work: Building Authentic Relationships and Institutional Change
- **Invited Presentation-Live and Recorded Webinar:** Race through the Lens of Trauma
- **Invited Presentation-Live and Recorded Webinar:** The Practice of Mattering During the Time of Social Distancing

Latino Mental Health Association of New Jersey, Annual Conference--Cultivating a Latinx Mental Health Culture: Fostering Community, Resiliency, and Advocacy, February 7, 2020

- **Accepted Presentation:** Looking at Mental Health through the Lens of Stigma and Race: Implications for Assessment, Diagnosis, Treatment and Service Delivery

Rutgers Institute for Families, New Brunswick, April 4, May 23, & December 19, 2019, & scheduled on January 17, 2020

- **Invited Presentation:** Let's Talk about Opposition in Adolescence, Full Day Workshop

Professional Education Program, Monmouth University School of Social Work, New Jersey, October 18, 2018 & December 5, 2019

- **Invited Presentation:** Hip-Hop and Social Work: Engaging, Connecting, and Bringing about Change with Adolescents through Music.

NJ Victims Assistance Academy, Rutgers Institute for Families, School of Social Work, August 20 & 21, 2019

- **Invited Presentation:** Understanding the Heart of Victim-Centered Approach: Trauma-Informed Practice, Two-day Workshop

Mental Health Service Corps Thrive NYC, Manhattan, NY, March 14, August 8 & 9 2019

- **Invited Presentation:** The Essentials of Clinical Supervision, Full Day Workshop

Rutgers Institute for Families, School of Social Work, Bordentown, August 7, 2019

- **Invited Presentation:** Understanding Child Development through a Cultural Lens, Full Day Workshop

NJ Victims Assistance Academy, Rutgers Institute for Families, School of Social Work, April 4, May 23, & July 30, 2019

- **Invited Presentation:** Foundation Series--Modules 6 and 7: Communicating with Victims and Survivors and Direct Services Crisis Interventions, Full Day Workshop
- **Invited 2-hour Webinar:** Foundation Series—Modified Modules 6 and 7, April 23, May 5, 2020

Rutgers Institute for Families, School of Social Work, New Brunswick, July 19, 2019

- **Invited Presentation:** Normality v. Pathology: An Exploration of Child Developmental Health, Full Day Workshop

Health and Wellness Conference, 2nd Annual Conference, Rutgers University, June 3, 2019

- **Invited Presentation:** Creating and Sustaining a Culture of Inclusion: Institutionalizing Diversity and Dismantling Structural Discrimination

Culture Connections Conference, 7th Annual Conference, Montclair State University, May 17, 2019

- **Invited Presentation:** Looking at Mental Health through the Lens of Stigma and Race: Implications for Assessment, Diagnosis, Treatment and Service Delivery

NASW – NJ Conference: The Meeting of the Profession, Atlantic City, NJ, April 29, 2019

- Presentation: Institutionalizing Diversity and Social Justice, a part of Social Work Leadership Series

**NASW-NJ Clinical Supervision Certification Course, North Brunswick, NJ
Presenter—July 2018, August 2018, September 2018, January 2019 & July 2019**

- Fundamentals of Clinical Supervision, Day One
- Legal and Ethical Principles in Supervision, Day Two

- Cultural Competency in Supervision, Day Three

Multicultural Services Advisory Committee, Division of Mental Health and Addiction, Burlington County, July 9, 2018 and November 5, 2018; Multiple Presentations held through November – December 2018 in central and southern NJ

- **Invited Presentation (Three-hour):** Creating and Sustaining a Culture of Inclusion: Institutionalizing Diversity and Dismantling Structural Discrimination. This three-hour presentation designed to explore the concepts of diversity and inclusion and the role they play in dismantling structural discrimination within human service organizations.
- **Invited Presentation (Two-hour)** entitled Creating and Sustaining a Culture of Inclusion: Institutionalizing Diversity and Dismantling Structural Discrimination.

NASW National Conference, Washington D. C., June 23, 2018

- **Invited Presentation (30 minutes):** Let's Talk about Opposition in Adolescence

Culture Connections Sixth Annual Conference, Montclair State University, May 18, 2018

- **Invited Keynote Speaker**, presentation entitled, Institutionalizing Diversity: From Rhetoric to Reality and Implementation. This one-hour keynote presentation explored the concept of diversity and its importance and challenges for helping professionals and organizations in our current social and political environment.
- **Invited Presentation**, Inclusive Leaders: Making the Invisible Visible—Confronting and Dismantling Barriers to Institutional Diversity within Your Organization. This workshop designed for formal and informal leaders interested in developing their sphere of influence and creating inclusive environments within their organization.

NASW-NJ Webinar, Live on February 22, 2018

- **Invited Presentation (Two-hour)** entitled, Let's Talk about Opposition in Adolescence

NASW – NJ Conference: The Meeting of the Profession, Atlantic City, NJ, May 1, 2017

Presenter, General Audience-Professionals and Paraprofessionals

- **Invited Presentation (One-hour)** entitled, Let's Talk about Opposition in Adolescence
- Presentation: Institutionalizing Diversity and Social Justice, a part of Social Work Leadership Series

Adolescent Networking Conference: Voices United for Youth: Visions of a Better Tomorrow, DCF and Rutgers School of SW, April 15, 2016, Presenter, General Audience – Professionals and Paraprofessionals

- **Invited Presentation:** The Relationship Matters: Cultivating Quality Connections with Youth in The Face of Challenging Behaviors.

NASW-NJ, Leadership Development Certificate Program, North Brunswick, NJ

Presenter/Trainer, General Audience –Social Workers, October 13, 2014, November 13, 2015, and October 28, 2017

- Presentation: Institutionalizing Diversity and Social Justice

Adolescent Networking Conference: Voices United for Youth: Visions of a Better Tomorrow, DCF and Rutgers School of SW, May 15, 2015, Presenter, General Audience – Professionals and Paraprofessionals

- Accepted Presentation: Looking Beneath the Behaviors: Engaging and Connecting with Oppositional Adolescents using a Trauma-Informed Perspective.
- **NASW – NJ Conference: Creating a Culture of Collaboration, Atlantic City, NJ NASW-NJ, North Brunswick, NJ**
Presenter/Trainer, General Audience – Social Workers, May 4, 2015
- Presentation: Institutionalizing Diversity and Social Justice

Rutgers UBHC: Celebration of Social Work Month, Piscataway, NJ, March 19, 2015

Presenter/Trainer, General Audience – Social Worker

- Presentation: Looking in the Mirror, Where Do You Stand on Social Justice and Diversity?
- **Engaging, Connecting, and Bringing about Change with Adolescents through Music, NASW-NJ North Brunswick, NJ, January 23, 2014, Presenter, General Audience -- Clinical Social Workers**

Adolescent Networking Conference: Voices United for Youth/Visions of a Better Tomorrow, DCF and Rutgers School of SW, May 8, 2014, Presenter, General Audience – Professionals and Paraprofessionals

- Accepted Presentation: Living Your Values - Effective Decision Making.

NASW – NJ Conference: Social Justice and Social Work- Embracing Our Values, Atlantic City, NJ, May 5, 2014

Presenter/Co-Trainer, General Audience – Social Workers

- Invited Presentation: Engaging, Connecting, and Bringing about Change with Adolescents through Music.
- Co-Trained Presentation: Institutionalizing Diversity and Social Justice.

21st Century Child: New Technologies & New Concerns, CCA, 9th Annual National Conf., Montclair State University, April 4, 2014,

Presenter, General Audience - Professionals and Paraprofessionals

- Accepted Presentation: Parenting in the 21st Century

New Community Solutions, Municipal Court Building, Newark, NJ, November 20, 2013

Trainer, General Audience-Case Managers and Clinical Coordinator

- Accepted Presentation/Training: Cognitive Behavioral Therapy Basics and Interventions

NASW – NJ Continuing Education, Paramus, NJ, October 7, 2013

Trainer/Presenter, General Audience –Social Workers, 3 Clinical and Social/Cultural CEUs offered

- Invited Presentation/Training: Looking in the Mirror, Where Do you stand on Social Justice and Diversity?

NASW – NJ Conference: Compassionate Practice, Overcoming Challenges and Incorporating Innovation, Atlantic City, NJ, May 6, 2013, Presenter, General Audience-Social Workers

- Accepted Presentation: Looking in the Mirror, Where Do You Stand on Social Justice and Diversity?

NASW – NJ Hosted: 2012 & 2013 Social Work Summit, North Brunswick, NJ

Represented, NNJ Chapter of NABSW and NASW-NJ DCC Committee.

- Summit focused on various NJ Social Work Organization coming together to discuss key issues for our profession in New Jersey, set mutual goals, and identify ways to collaborate on joint ventures.

NASW- NJ Conference: Social Work Leadership, Tools for Effective Change, Atlantic City, NJ

Presenter and Panelist, Student Track May 6 & 7, 2012

- Invited Presentation: Understanding Your Role in Contributing to and Navigating Diversity and Culture in the Workplace.
- Participated on Panel of Professional Social Workers discussing my background, education, career path, current position, and giving advice to new social workers entering the field.

SOCIAL WORK PROFESSIONAL PRACTICE EXPERIENCE

License Clinical Social Worker – Full-Time Independent Practitioner and Contractor, Intensive In-Home Therapist,

Private Practice---Middlesex County, January 2012 – Present; Servicing Middlesex County and parts of Union, Essex, Somerset, and Monmouth Counties; and Total Family Solutions—Voorhees, NJ, April 2008—March 2018

New Jersey Mentor, Somerset, NJ

Clinical Supervisor, Children’s Services North, June 2011 – January 2012

Lead Clinician, In Home Community Services- BE IT Program, December 2011 –February 2012

Family Intervention Services and YCS, Fairfield, NJ

Clinician, Kid Connection Program, July 2010 –June 2011

The Village Counseling Ctr., S. Orange, NJ: Therapist, Per Diem, Sept. 2006 – Jan. 2009; May 2010-Dec. 2010

Valley Psychotherapy Associates, Millburn, NJ: Therapist, Per Diem, January 2009 – May 2010;

Total Family Solutions - Staffing Plus, NJ: Master’s Level Therapist, Per Diem, January 2007 – April 2008; and

Delta T-Group, Woodbridge, NJ: Social Worker, LSW, Per Diem, May 2007 – July 2007

Independent Contractor, Intensive In-Home Therapy

Devereux New Jersey Treatment Network, Somerset and Freehold, NJ

Lead/Senior Youth Therapist, Reach Program and Family Care Program, December 2008 – July 2010,

Youth Therapist, Reach Program (Pre-adolescent and Adolescent Girls), July 2007 – December 2008

Richard Hall Community Mental Health Center (RHCMHC), Bridgewater, NJ
Clinical Youth Case Manager, May 2006-May 2007

Division of Youth and Family Services (DYFS), Newark, NJ and Somerset, NJ
Family Service Specialist II – Permanency Caseworker, June 2005 – May 2006

Urban League of Essex County, Newark, NJ
Consultant, April 2005 – May 2005

Raritan Bay Mental Health Center (RBMHC), Perth Amboy, NJ
2nd Year MSW Intern, September 2004 – April 2005

DYFS, John Chafee Independent Living Unit, Trenton, NJ
Summer Internship, 2004

Orange High School, Child Study Team, Orange, NJ
1st Year MSW Intern, September 2003 – April 2004

RELATED EXPERIENCE

Lincoln Elementary School, Orange, NJ
Volunteer, Parent Team Co-Chair & Mentor 2001 – 2003; Three School Terms

Eagleton Institute of Politics at Rutgers University: New Jersey Project
Student Researcher and Political Analyst, Eagleton Program for Campaign Research and Public Service: 2000 Congressional Campaign Study, Fall 2000

- The research project focused on studying Congressman’s Robert Menendez’s 2000 Campaign.

Global Studies: United Nations, New York, New York

Educational Internship, Sponsored by the Presbyterian Office/United Nations, January 2000: Three Week Term

- Internship focused on exposing and teaching students the history, mission, structure, organization, and programs of the UN; students observed security council meetings and attended lectures on the UN peacekeeping, humanitarian and human rights efforts, etc.; participated in a mock U.N. Security Council Session; toured and participated in activities at Ellis Island, Statute of Liberty, Carnegie Hall, and UNICEF; and students learned about different cultures and countries that are a part of the UN membership.

VOLUNTEER EXPERIENCE

Trenton & Monmouth Chapters, Delta Sigma Theta Sorority, Inc., Girl Power, The Future is Yours, Virtual Summit, April 10, 2021

- **Invited Speaker:** Mental Wellness Panelist speaking on anxiety, mental health stigma, and effective ways to manage anxiety to adolescent females of color.

Theta Phi Omega Chapter, Alpha Kappa Alpha Sorority, Inc., Plainfield, NJ

Designer of Series, Presenter, Tech and Presenter Support-- Sustaining Black Women’s Mental Health and Well-being Webinar Series, January 2021 – June 2021 (one webinar presented each month)

- **Presenter-Opened Series:** A Balanced Story: The Strong Black Woman—The Backbone of the Family and Community, Jan. 2021

Lead My Way to a Better Future: Courage, Community, Communications During COVID-19: Coping with Depression, Mental Health – Loneliness and Lockdown, Virtual Summit, October 24, 2020

- **Invited Speaker:** Panelist speaking about teen dating violence: teen dating and relationships; warning signs; protecting themselves-healthy boundaries and asking for help; supports adults and caregivers can provide teens; and resources.

Theta Phi Omega, Alpha Kappa Alpha Sorority, Inc., Annual Leadership Training, Bound Brook, NJ, September 22, 2018

- **Invited Presentation:** Creating Sustainable Inclusion within Our Sisterhood.

Emerging Young Leaders Community Summit, Alpha Kappa Alpha, Inc., Plainfield, NJ, March 29, 2014

Volunteer, Presenter, General Audience – Parents

- Invited Presentation Entitled: Parenting in the 21st Century: Socialization of Girls and Boys.

Women Empowering Women, Edison, NJ

Volunteer, Presenter at *Young Women Empowerment Workshop, April 26, 2008*

- Facilitated two female groups: young adults, 17 to 24 years old and adolescents, 12 to 16. Topics discussed: building self-esteem, healthy communications, identifying personal relating styles, learning positive thinking and identifying and naming feelings.

Violence Institute of UMDNJ and NJ Dept. of Education, Smalley Middle School, Bound Brook, NJ

RHCMHC Youth Case Manager, Representative, It's Your Life 411 Program, September 27, 2006

- Participated in mock conversations with 7th and 8th grade students regarding services and assistance they could find at Richard Hall Community Mental Health Center.

Franklin Township Summer Child Care Program, Franklin Township, NJ

Volunteer, Presenter at *Career Day, July 21, 2006*

- Presented to children ages 6 to 8, 10 to 12, and 14 to 21 years old who struggle with issues of abuse, neglect, foster care and from single parent households about the field of social work and what attracted me to work in this field.

Watchung Heights Girls' Club, West Orange, NJ

Keynote Speaker at *Annual Celebration Dinner, July 26, 2003*

- **Invited Presentation** entitled, 'Give Yourself Time to Grow'. Focus of the speech: character building and maturity.

Essex Vicinage Probations Division, East Orange NJ

Volunteer, Group Facilitator of *self-esteem and identity component of the Girls Talk Program designed for female adolescents at the start of their probation, May 2003*

- Created lesson plans on self-esteem and positive identity and facilitated group discussions utilizing lesson plans and main character--Jayda from *Jayda's Story: Lost at the Crossroads* by Caroline Ilogienboh, designer and creator of the Essex Vicinage Probation's Girls Talk Program.

PROFESSIONAL AFFILIATIONS AND SERVICE

ASSOCIATIONS

Global Social Service Workforce Alliance, Member, Since September 2019

Alpha Kappa Alpha—Theta Phi Omega Chapter: Executive Board, 2nd Anti-Basilius, Appointed December 2019—present

NASW, Delegate Assembly, NASW-NJ Representative, August 2014 & 2017; re-elected 2018

NASW -- NJ Chapter, President, July 1, 2017 to June 2019

NASW -- NJ Chapter, President-Elect, July 1, 2016- June 2017

Alpha Kappa Alpha—Theta Phi Omega Chapter: Executive Board, Anti-Grammateus, Elected, December 2015 – Fall 2017

Council of Social Work Education (CSWE), Member, Since 2016

NASW – NJ Chapter, Vice President, Appointed, July 2014 & Elected June 2015 – June 30, 2016

NASW – NJ: Middlesex County Unit Chair, Appointed, November 2012 – July 2014

NASW – NJ: Central Jersey Private Practice Specialty Interest Group, Since March 2012-2017

Northern NJ Association of Black Social Workers (NNJ-ABSW), Treasurer, Since 2010-2014

National Association of Black Social Workers (NABSW), Member, Since 2010

American Association of University Professors (AAUP), Member, Since 2014

National Association of Social Workers (NASW), Member, Since 2004

Rutgers School of Social Work Alumni Association (RSSWAA), Board Member, 2005-2011

COMMITTEES and COUNCILS

CSWE – MFP Doctoral Advisory Committee, Member, Appointed 2019—present

Alpha Kappa Alpha—Theta Phi Omega Chapter: Leadership Development, Chair, Appointed, December 2019 - Present

Middlesex County: County Interagency Coordinating Council (CCIA), Member, Since March 2012

Rutgers School of Social Work Advisory Council, Member, Since 2016

Rutgers School of Social Worker Alumni Council, Member, Since June 2013

NASW – NJ Executive Director Search Committee, Co-Chair, October 2017—March 2018

Alpha Kappa Alpha—Theta Phi Omega Chapter: AKA Connections, Chair, Appointed, January 2015 – December 2018

Alpha Kappa Alpha—Theta Phi Omega Chapter: Programs Committee, Member, December 2014 – 2016

Alpha Kappa Alpha- Theta Phi Omega Chapter: Sisterly Relations Committee, Member, December 2014 --present

NASW – NJ: Personnel and Leadership Committee, Chair, July 2014 to June 30, 2016

Alpha Kappa Alpha: Cluster IV Leadership Conference, Co-Chair Operational Committee--Communications, Appointed, Jan. 2014-Nov. 2014

Alpha Kappa Alpha: Programs, Membership, Leadership and Bylaws Committee, Member, Dec. 2013 -2014

NASW – NJ: Finance Committee, Member, July 2013-June 2019

NASW – NJ: Personnel/Volunteer & Leadership Development Committee, Member, Since 7/2013--7/2014

Middlesex County: County Interagency Coordinating Council (CCIA), Member, Since March 2012

NASW – NJ: Diversity and Cultural Competence Committee, Member, Since November 2011--March 2013

Richard Hall CMHC: Multicultural Competency Committee, Member, Sept. 2006 to May 2007

Rutgers University Dean Search Committee: School of Social Work Graduate Student Representative, Sept. 2004 to June 2005

Piscataway Township Schools: Middle School Restructuring Initiative Parent/Social Worker Representative, Jan. 2005 to June 2005