

Tawanda L. Hubbard, PhD, DSW, MSW, LCSW

EDUCATION

- **MONTCLAIR STATE UNIVERSITY**, Graduate School, Montclair, NJ
PhD, Family Science and Human Development, *May 2025*
- **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK**, New Brunswick, NJ
Doctorate in Clinical Social Work, *May 2017*
- **RUTGERS UNIVERSITY SCHOOL OF SOCIAL WORK**, New Brunswick, NJ
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/FELLOWSHIPS

- **Outstanding Professor for Excellence in Inclusion, Intersectionality, Diversity, Equity, and Advancement (IIDEA) Teaching Award**, Rutgers School of Social Work, 2025
- **Outstanding Professor in Clinical Specialization**, Rutgers School of Social Work, 2024
- **Outstanding Professor in Clinical Specialization**, Rutgers School of Social Work, 2023
- **New Writers' Fellowship Program Recipient**, The Family Process Institute, 2022 - 2023
- **Outstanding Professor in Clinical Specialization**, Rutgers School of Social Work, 2022
- **The National Society of Leadership and Success**, Montclair State University, 2022
- **Teaching Leadership in Higher Education Award 2021**, JV Educational Consultants
- **Pink Heart Award**—Social Justice, Civil Rights and Civic Engagement, NAR, Alpha Kappa Alpha Sorority, Inc., Feb. 2018
- **Minority Doctoral Fellowship**, Council of Social Work Education, 2016 - 2017
- **Outstanding Doctoral Instructor Award**, Rutgers School of Social Work, 2016
- **Outstanding Adjunct Instructor Award**, Rutgers School of Social Work, 2014
- **Outstanding Adjunct Instructor Award**, Rutgers School of Social Work, 2013
- **Acknowledgment Award**, Franklin Township, NJ Dept. of Community Resources and Services, 2006
- **Fu Fellowship Recipient**—MSW Program, Rutgers School of Social Work, 2003 – 2005
- **Special Recognition, Lincoln Elementary School— Parent Involvement:** 2001, 2002 & 2003
- **Bloomfield College Service Award** – 2001
- **Charlotte W. Newcombe: Mature Woman Scholarship Recipient**, Bloomfield College 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

- **CITI Program Certificate** – HSR Students/Faculty Basic Course, Montclair State University, 2023 – 2026
- **CITI Program Certificate** – RCR for Students, Montclair State University, 2022-2026
- **CITI Program Certificate** – GCP Social & Behavioral Research Best Practice, Montclair State University, 2024-2027
- **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
- **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



- **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**, Sept. 2009 – Dec. 2009
- **Certification as Child Sexual Abuse Therapist**, CSACCP-DCBHS, 1 Year – Completed in September 2009
- **Postmasters in Clinical Practice with Adolescents**, NYU, Feb. 09 - June 2009
- **Clinical Social Work Supervision Certification**, NASW-NJ, March 2009
- **CAFAS Certification** (Child and Adolescent Functioning Assessment Scale), Certified July 2008

SCHOLARSHIP INTERESTS

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.

PhD Dissertation research topic: Through the eyes of Black female social workers: Understanding how young Black women aging out of foster care are prepared to navigate as Black women in America.

Scholarship is disseminated through teaching, presentations in-person and virtual, publications, and clinical practice.

TEACHING EXPERIENCE

- **Rutgers University School of Social Work, New Brunswick, NJ**
Non-Tenure Faculty - Associate Professor of Professional Practice, July 2021 – Present
- **University of Kentucky School of Social Work DSW 100% Online Program**
Consultant Curriculum Developer and Instructor, January 2021 – June 2021; and Fall Semester 2021
- **Monmouth University School of Social Work, West Long Branch, NJ**
Non-Tenure Faculty - Specialist Professor, August 2017 – June 2020
- **NJ Child Welfare Training Partnership, New Brunswick, NJ**
Consultant Trainer, October 2012 – Present
- **Rutgers Graduate School of Social Work, New Brunswick, NJ**
Part-time Lecturer, September 2011- August 2021
Adjunct Faculty Field Supervisor, September 2012 – April 2017

RESEARCH EXPERIENCE

- **Qualitative Research Consultant** October 2024 – Present
Trokosi Research Project – Ghana-US Collaboration
Principal Investigator: Abigail Williams-Butler, Assistant Professor, Child Welfare and Well-being Research Unit, Rutgers School of Social Work
- **Student Investigator** January 2024 – May 2025
“People think it’s easy because I smile, but it’s not easy”: The lived experiences of six African American single mothers, follow-up qualitative study.
Principal Investigator: Shaniqua Bradley, Assistant Professor of Social Work and Child Advocacy, Montclair State University
- **Co-Principal Investigator** February 2023 – May 2025
Cultural and Interpersonal Mechanisms of Influence on Sexual Health Disparities in the U.S.
Quantitative Survey-based Research
Principal Investigator: Brad van Eeden-Moorefield, Ph.D., Advisor, Montclair State University

- **Graduate Assistant (Doctoral Program)** September 2021 – May 2025
Montclair State University, *Family Science and Human Development*
- **Primary Contact/Student Investigator** February 2023 – March 2025
SS The important role Black Female Social Workers play in helping young Black Women age out of foster care and develop self-sufficiency.
Qualitative Interview-based Research
Principal Investigator: Brad van Eeden-Moorefield, Ph.D., Advisor, Montclair State University
- **Student Investigator** January 2024 – August 2024
“People think it’s easy because I smile, but it’s not easy”: The lived experiences of six African American single mothers, follow-up qualitative study.
Principal Investigator: Shaniqua Bradley, Assistant Professor of Social Work and Child Advocacy, Montclair State University
- **Co-Participant Researcher** September 2023 – March 2024
Collaborative autoethnography on the application of the Liberatory Consciousness Framework (LCF) in Clinical Social Work I (CSWI).
Principal Investigator: Angela Malorni, Assistant Professor, Rutgers School of Social Work
- **Clinical Social Work Research Consultant** June 2022 – November 2023
Trauma-based & Trauma-informed Tele Mental Health Research Qual Project, *funded by Ethics, Social Justice, Health Equity Faculty Research Grant (Fordham University)*
- **Clinical Independent Consultant** June - December 2021
Mental Health in the Black Community Virtual Roundtable Project
Latino Action Network Foundation in Collaboration with Salvation and Social Justice Organization funded by The Fund for New Jersey Grant

ACADEMIC PUBLICATIONS

- **Hubbard, T. L.** (accepted, May 2025). Sharing lessons learned: A social work and family practitioner’s reflections on creating accountable learning spaces to teach and discuss racism, race, and anti-racism through a liberatory consciousness lens. *Groves Monograph: Civil Rights and Intersecting Identities: Social Movements for Equality and Justice*, Summer of 2025.
- Wolf, L., McNally, K. Glennon, A., **Hubbard, T.**, & Goldkind, L. (accepted, May 2025). The background you create is really part of the experience: Exploring the practices of trauma-informed therapy in virtual space, a qualitative study. *Families in Society*.
- **Hubbard, T. L.** (under review). What does mentoring mean to me? A journey of self-discovery, empowerment, and a village of authentic caring and growth-promoting relationships. In Rana, M. & Bennett, S. (eds.), *Mentoring Relationships: Narratives from Underrepresented Scholars in Academia*
- Bradley, S., **Hubbard, T.L.**, Verna, N. & Azzopardi, L. (under review). “People think it’s easy because I smile, but it’s not easy”: The lived experiences of six African American single mothers, follow-up qualitative study. *Journal of African American Studies*
- Gyan, E., van Eeden-Moorefield, B., **Hubbard, T. L.**, & Bible, J. (in progress). The relationship between sexual communication self-efficacy, sexual satisfaction, relationship quality, and physical health.
- Malorni, A., John, R.S., Haggerty, Z., Hennessy, K., Duron, J., **Hubbard, T.**, Campbell, J., Bale-Pena, S. & Morris, N. (2025). Implementing the liberatory consciousness framework: A collaborative autoethnography with clinical social work I instructors at Rutgers University. Academic Report. *Rutgers University School of Social Work*.
- **Hubbard, T. L.** & van Eeden-Moorefield, B. (2024). The psychological experience of separation, dissolution, and divorce. In A. E. Goldberg & G. Beemyn (Eds.), *The Sage Encyclopedia of LGBTQ Studies*, 2nd Edition. Thousand Oaks, CA: Sage Publications Inc.
- Hutchinson, E. D. & **Hubbard, T.L.** (2024). Families. In Hutchinson, E.D. (ed.), *Dimensions of human behavior: Person and environment 7th edition*, (Chapter 10). Sage Publications.

- Cummings, C. & **Hubbard, T.L.**, & Walsh, J. (2024). Psychosocial person: Relationships, stress, and coping. In Hutchinson, E.D. (ed.), *Dimensions of human behavior: Person and environment 7th edition*, (Chapter 5). Sage Publications.
- **Hubbard, T. L.** (2019). Having difficult but necessary conversations with your field instructor, *The New Social Worker*, 26(1), 6-7.
- **Hubbard, T. L.** (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), 52-65.

COMMUNITY PUBLICATIONS

- Lyons, P., **Hubbard, T.L.**, Thompson, P., & Holder, K. (July 2024). Why we can't wait. In Allen, D. (ed.). *Why we can't wait. Harambee Vision, NABSW Magazine*, p. 45-46.
- **Hubbard, T.L.** (November 2021). *Mental health in the Black community roundtable report*. Part of the Fund NJ Grant was obtained by the Latino Action Network Foundation and Salvation for Social Justice. <https://www.lanfoundation.org/public-files>
- **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. (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.** (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

MEDIA

- **Hubbard, T. L.** (February 2024). *IIDEA research spotlight with Professor Tawanda L. Hubbard, Ph.D. (cand.), DSW, MSW, LCSW*. Inclusion, Intersectionality, Diversity, Equity and Advancement (IIDEA) at Rutgers School of Social Work. <https://www.youtube.com/watch?v=vTrmqL5Q8bA>
- **Hubbard, T. L.** (May 2022). *Experiencing fatigue and navigating the challenges of living up to being resilient in the face of negative images and messaging about Black women*. Black Space S2E5: Jersey City Theater Center Conversation on Black Experience and Culture. Podcast with Ashley Nicole Baptiste. <https://www.facebook.com/JCTCenter/videos/473655251181231>
- **Hubbard, T. L.** (April 2022). *When life traumas birth passion, a conversation on not allowing the trauma to reduce you: Tawanda Hubbard*. Audio Interview. Institute of Oral History for Social Work: Stories of Change. NASW-NJ and StoryCorps.org <https://archive.storycorps.org/interviews/when-life-traumas-birth-your-passion-a-conversation-on-not-allowing-the-trauma-to-reduce-you-tawanda-hubbard/>
- **Hubbard, T. L.** (March 2022). *Exhaustion: The other side of resilience, A conversation with Dr. Tawanda Hubbard, LCSW*. Interview on Podcast: There is Power in Your Story Podcast hosted by Dr. Veronica Hardy, LCSW, Professor of Social Work at the University of North Carolina at Pembroke, on YouTube and Spotify. <https://www.youtube.com/watch?v=wD2ZvEpHmVk> <https://anchor.fm/veronica-hardy/episodes/Exhaustion-The-Other-Side-of-Resilience--A-Conversation-with-Dr--Tawanda-Hubbard--LCSW-e1gb9iv>
- **Hubbard, T. L.** (February 2022). *Celebrate Black wellness and joy: A conversation with Dr. Tawanda Hubbard, LCSW*. Interview on YouTube: Disruptive Discussions with D. Z. Swift <https://www.youtube.com/watch?v=Z827YIC1IZ0>

REFERRED PRESENTATIONS

- **Hubbard, T. L. & Schley, N.** (Accepted, 2025, June 11). *Reflections on off-site clinical supervision of MSW interns: Essential theoretical perspectives, constructs, and structure*. International Interdisciplinary Conference on Clinical Supervision. Hosted by Rutgers-New Brunswick GSAPP & Rutgers University Behavioral Health
- **Hubbard, T. L.** (2025, April 17). *Let's talk about opposition in adolescence through an African-centered lens: Changing the way we see, understand, and relate to adolescents in our lives!* [Presentation] National Association of Black Social Workers 57th Annual Conference: Social Work is Determination, Opportunity, Power and Equity, Richmond, Virginia.
- **Hubbard, T. L. & van Eeden-Moorefield, B.** (2025, February 28). *The important role Black female social workers play in helping young Black women transition into adulthood from foster care* [Paper Session]. 2025 Family Science & Human Development Doctoral Conference, Montclair State University, New Jersey.
- **Hubbard, T. L. & van Eeden-Moorefield, B.** (2024, November 22). *The important role Black female social workers play in helping young Black women transition into adulthood from foster care* [Poster Session]. 2024 National Council on Family Relations Annual Conference "Building Resilience Among Individuals, Families, and Communities" Bellevue, Washington.
- **Hubbard, T. L.** (2024, October 17). *Creating accountable learning spaces: Teaching about racism, race, and anti-racism through liberatory consciousness lens* [Invited Presentation and Panel Discussion]. Virtual Liberatory Conference Framework, Rutgers School of Social Work.
- **Hubbard, T. L.** (2024, June 14). Where do we go from here? Activism in Action. Panel Discussion at Groves Conference on Marriage and Family, Renaissance New York Harlem Hotel, New York, NY.
- **Hubbard, T. L.** (2024, June 13). *Creating accountable learning spaces: Teaching and holding discussions about racism, race, and anti-racism through a liberatory consciousness lens*, Social Justice Pedagogy Roundtable at Groves Conference on Marriage and Family, Renaissance New York Harlem Hotel, New York, NY.
- **Hubbard, T. L.** (2024, April 19). A new take on adolescent opposition: Changing the way we see, understand, and relate to adolescents in our lives. Accepted Presentation In person at the National 2024 Child Welfare League of America Conference in D.C.
- **Hubbard, T. L.** (2024, March 29). *Navigating white spaces together*. Workshop in person at National Association of Black Social Workers 56th Annual Conference: Destination Liberation: Social Workers Empowering Change, New Orleans, LA.
- **Hubbard, T. L.** (2023, December). Let's talk about opposition in adolescence. Presentation in person at 9th Annual Passaic County Youth Services Conference, Passaic County Community College, Wanaque Campus, NJ.
- **Hubbard, T. L.** (2023, October). *Preparation and reflections: Teaching about race, racism, and anti-racism through a liberatory consciousness lens*. Plenary presentation in person at Council of Social Work Education 69th Annual Program Meeting Teaching Institute, Atlanta, GA.
- Asencio, R., Deepak, A. C., Nappi, J. L., Beach, C., **Hubbard, T. L.**, Lazzaro, L. Brown, S., Hogan C. N., Mathbor, G.M., Cronin, M. & Cuseglio, R. (2023, October). *Walking the Walk: Advancing Anti-Racism in a Predominately White Institution* Presentation in person at Council of Social Work Education 69th Annual Program Meeting, Atlanta, GA.
- **Hubbard, T. L.** (2023, May). *The practice of mattering: Honoring the dignity and worth of persons and families in marginalized status*. Accepted Presentation In person at the National 2023 Child Welfare League of America Conference in D.C.
- **Hubbard, T. L.** (2020, November). *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.** (2020, November). *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>

CONFERENCE PRESENTATIONS, KEYNOTES, TRAININGS, AND WEBINARS

2012 - 2025 Selected invited webinars, presentations, panel talks, and keynotes

- **Embrella, Princeton, NJ, May 21, 2025**

Invited Presenter: What does it take to lead in today's sociopolitical climate in human services: Authentic, Daring, and Inclusive leadership. In person presentation to senior leadership.

- **Embrella, Princeton, NJ, March 19, 2025**

Invited Presenter: Becoming an agent of dignity: Embracing the practice of mattering. In person presentation to entire organization.

- **Rutgers University, Counseling, Alcohol, and other Drug Assistance Programs & Psychiatric Services (CAPS) Black History Month Event, February 27, 2025**

Invited Panelist: Black Like Me Panel Discussion, Paul Robeson Cultural Center, In person.

- **Center For Family Services, Virtual Presentation, February 21, 2025**

Invited Presenter: Celebrating the impact of Black people, their labor & contributions, and acknowledging their struggles that persist in the present, in the workplace, and ways to support., 2-hour Webinar.

- **Rutgers School of Social Work Continuing Education, New Brunswick, Presented Virtually**

Invited Presentation: Attachment Theory: A Helpful Framework for Understanding and Intervening with Placed At-Risk Children and their Families, 3-hour Webinar, **Jan. 10, 2025**

Invited Presentation: Normality v. Pathology: An Exploration of Child Developmental Health, 3-hour Webinar, **May 23, 2025**.

- **NASW-NJ Certification Training, Virtual, January 3 – 5, 2025**

Trainer: Clinical Supervision Certification Training.

- **Foster & Adoptive Parent Advocacy Center, Washington, D.C., In person, Oct. 26, 2024**

Invited Presenter: A new take on adolescent opposition: Changing the way we see, understand, and relate to adolescents in our lives.

- **ICARE RUSSW–Institute for Families & The NJ Division of Family Development at Department of Human Services January to March 2024**

Invited Trainer: Implicit Bias-Moving from the Unconscious to the Conscious. Webinar. NJ Statewide

- **Rutgers Juvenile Justice & Youth Development Program, August 1 & 8, 2024**

Invited Presenter: Engaging Youth and Families. Webinar. National Audience.

- **NASW-NJ Certification Training, Virtual, August 9 – 11, 2024**

Trainer: Clinical Supervision Certification Training.

- **Monmouth University School of Social Work, West Long Branch, NJ, In person, July 17, 2024**

Invited Presenter: How do we define, understand, and do social justice as clinical social work leaders, educators, and practitioners?

- **Monmouth University School of Social Work, West Long Branch, NJ, Webinar, May 22, 2024**

Invited Presenter: The practice of mattering: Honoring the dignity and worth of persons and families in marginalized status

- **NAMI-NJ ACT-NOW, Plainfield, NJ, In person, May 18, 2024**

Invited Presenter: Let's Talk About Sustaining Black Women's Mental Health and Well-being: Unpacking the Strong Black Women Myth.

- **NJ State Bar Foundation, New Brunswick, NJ, In person, April 9, 2024**

Keynote: Seeing Beyond Oppositional Behaviors and Attitudes: Embracing the Practice of Mattering in Our Interactions with Youth.

- **2nd Annual National DSW Conference on Education and Social Work Practice—3/3/2023**

Invited Keynote Panelist: Advancing critical conversations on race equity: How should social work move forward? Virtual Event.

- **41st Annual NJ Child Support Conference – February 24, 2023**

Invited Presentation: Navigating and managing implicit bias and microaggression in our relationships and interactions with others. Presentation. Atlantic City, NJ

- **Embrella NJ Foster Care Nonprofit Organization – February 21, 2023**

Invited Presentation: Inclusive leadership: The heart of creating a climate of cultural awareness, sensitivity, and anti-oppression. Webinar for senior leadership. January 26, 2023

Invited Presentation: Navigating and managing implicit bias and microaggressions in our relationships and interactions with people of organizations. February 21, 2023

- **ICARE RUSSW–Institute for Families & The NJ Division of Family Development at Department of Human Services March to June 2023; December 2023**

Invited Trainer: Implicit Bias-Moving from the Unconscious to the Conscious. Webinar. Statewide

- **Middlesex Office of Human Service & County Department of Community Services – 5/8/23**

Invited Keynote Speaker: Combating mental health stigma: How we see, treat, and relate to one another. In-person Presentation at Middlesex College, Edison, NJ

- **NAMI-NJ Board Retreat, September 9, 2023**

Invited Keynote Presenter, Inclusive leadership: The heart of creating a climate of cultural awareness, sensitivity, and responsiveness. In-person, Kenilworth, NJ

- **Rutgers Juvenile Justice Youth Development Program – August 1 & 8, 2023**

Invited Presenter: Engaging Youth and Families. Webinar. National Audience.

- **Rutgers Landscape Architecture Common Lecture Series—April 5, 2023**

Invited Lecture Speaker: Let's Talk about Social Work and How Social Work Embraces Environmental Justice as an Integral Part of Social Justice. In-person Presentation with fellow social workers: Christine Morales, MSW, LCSW & Marian Bischoff, MSW, LCSW

- **Rutgers University School of Social Work & NASW-NJ Chapter – February 13, 2023**

Invited Presentation: Let's Talk about Critical Race Theory, Social Work Practice, & Liberatory Consciousness. 2-hour Webinar

- **Rutgers University School of Social Work, June 1, 2022**

Invited Moderator: 6th Annual Challenging Racial Disparities Conference: A Call to Action, main Keynote, Dr. Michael Eric Dyson & Opening Keynote, Dr. Diana T. Sanchez. 3-hour Live Webinar

- **NJ Victims Assistance Academy, Rutgers Institute for Families, School of Social Work, February 2022**

Training Webinar: Foundation Series - Communicating with Victims and Survivors and Crisis Interventions

- **Middlesex County (CIACC) DCF Children's Interagency Coordinating Council, Virtual, January 10, 2022**

Accepted Presentation: Mental Health in the Black Community virtual roundtable held in NJ, organized and moderated by **Dr. Hubbard**

- **Rutgers Institute for Families, School of Social Work, New Brunswick, Presented Virtually**

Training Webinar: Understanding Child Development through a Cultural Lens, 3-hour Webinar, **January 12, 2022**

Training Webinar: Attachment Theory: A Helpful Framework for Understanding and Intervening with at-Risk Children and their Families, 3-hour Webinar, **January 1, 2022**

- **Mercer County Human Services Department and Community Partners, RUSSW CEU Program, December 10, 2021**

Training Webinar: Dealing with Differences and Diversity in the Clinical Treatment of Children and Adolescents

- **Mile High United Way, Virtual, Denver Colorado, December 7, 2021**

Invited Panelist, Courageous Conversation: Equitable Access to Healthcare – Racism as a public health crisis – discussed Mental Health in the Black community virtual roundtable held in NJ, organized, and moderated by **Dr. Hubbard**

- **Mental Health Association of NJ – Statewide, Virtual 2- Day Webinar, November 30, and December 7, 2021**

Invited Webinar – Virtual, Navigating and Managing Implicit Bias and Microaggressions in Serving Others

- **Mental Health Association of NJ Thankful Tuesdays, Virtual Community Conversation-November 16, 2021**

Invited Presentation, Let's talk about resilience and self-compassion: Enhancing our wellness and supporting one another during both pandemics

- **NAMI Mercer County 13th Annual Conference Wellness – Harvest of Hope, October 19, 2021**

Invited Webinar, Let's Talk about Trauma and the Need for Trauma-informed Care in Our Current Social Climate

- **Middlesex Co. Office of Health Services, Center for Empowerment, Sept. 14, 2021, 4-hour Virtual Training**

Invited Webinar: Navigating and Managing Implicit Bias and Microaggressions in Serving Others

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

Training Webinar: Navigating and Managing Implicit Bias and Microaggressions in Serving Others

Training Webinar: Let's Talk about Racism, Trauma and Its Impact on Mental Health and Well-being

- **Division of Family Development- NJCSI, Rutgers Institute for Families, School of Social Work, Virtual, June- August 2021**

Invited Webinar: Navigating and Managing Implicit Bias and Microaggressions in Serving Others

- **Rutgers Institute for Families, School of Social Work, New Brunswick, Presented Virtually, January– December 2021**

Normality v. Pathology: An Exploration of Child Developmental Health, 3-hour

Understanding Child Development through a Cultural Lens, 3-hour, presented to Morris Co. Jewish Family and Children Services

Let's Talk about Opposition in Adolescence, 2-hour

Attachment Theory: A Helpful Framework for Understanding and Intervening with at-Risk Children and their Families

Dealing with Differences and Diversity in the Clinical Treatment of Children and Adolescents

- **Community Hope Live Virtual 3-hr Webinar, July 14 & August 11, 2021**

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

- **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, Tx & 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

- **NASW-NJ Annual Conference Held Virtually, March 8, 2021**

Moderator: Melanated Social Workers Presentation: Integrating a Liberation Framework into Your Practice

- **NJ Victims Assistance Academy, Rutgers Institute for Families, School of Social Work, Virtual, January – Dec. 2021**

Navigating and Managing Implicit Bias and Microaggressions in Serving Others, 2-hour

The Practice of Mattering: A Person-Centered Approach—Honoring the Dignity and Worth of the Person in Victim Status, 2-hour

Exploring the Violence and Victimization on a Person's Identity and Well-being in a Family Context, 2-hour

Staying Victim-Centered Practicing a Trauma-informed Approach During COVID-19, 2-hour

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

Victim Advocates Foundation Series—Modified Modules 6, 7, and 11, 2-hour

- **NJ Child Support Institute, Rutgers Institute for Families, School of Social Work, Virtual—January – July 2021**

Significance of Connections During Social Distancing

The Power of Universality: Supporting Others When We Feel Vulnerable

Dealing with Difficult Emotions

Navigating and Managing Implicit Bias and Microaggressions in Serving Others

- **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

- **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

Invited Webinar: The Heart of Ethical Practice: Making, Managing, and Maintaining Boundaries

- **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

- **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

- **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

- **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

- **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

- **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 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

- **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.

- **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**

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

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

Invited Keynote Speaker, presentation entitled, Institutionalizing Diversity: From Rhetoric to Reality and Implementation.

Invited Presentation, Inclusive Leaders: Making the Invisible Visible—Confronting and Dismantling Barriers to Institutional Diversity within Your Organization.

- **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**

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

Invited 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**

Accepted Presentation: Looking Beneath the Behaviors: Engaging and Connecting with Oppositional Adolescents using a Trauma-Informed Perspective

- **NASW- NJ Conference: Social Work Leadership, Tools for Effective Change, Atlantic City, NJ, May 6 & 7, 2012**

Presenter and Panelist, Student Track

Invited Presentation: Understanding Your Role in Contributing to and Navigating Diversity and Culture in the Workplace.

SOCIAL WORK PROFESSIONAL PRACTICE EXPERIENCE

- **NJ License Clinical Social Worker – Private Practitioner & IIC Provider,** Jan. 2012 – Present

- **Total Family Solutions,** Voorhees, NJ

Independent Contractor - IIC therapist and Clinical Supervisor 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

- **Independent Contractor, Intensive In-Home Therapist, Per Diem,** Sept. 2006 – Dec. 2010

- **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- studying Congressman 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

VOLUNTEER EXPERIENCE

- **NAMI-NJ, AACT-NOW Mental Health Awareness Conference-Cosponsor Theta Phi Omega Chapter, Alpha Kappa Alpha Sorority, Inc., Plainfield, NJ, May 17, 2025**
Invited Co-Presenter with Dr. Tiffany Mayers, NASW-NJ Executive Director: Women's Wellness
- **Theta Phi Omega Chapter, Alpha Kappa Alpha Sorority, Inc., Plainfield, NJ Mental Health Awareness Month, May 2024**
Co-Organizer: An Afternoon with the NJ Mental Health Players: Combating Mental Health Stigma in the Black Community.
- **Community Black HX Presentation supported by the NJ Historical Commission Grant, Plainfield Library, March 2, 2024**
Invited Presenter & Panelist: Celebrating the Black Family: Past, Present & Future.
- **Theta Phi Omega Chapter, Alpha Kappa Alpha Sorority, Inc., Plainfield, NJ. Virtual Presentation, March 2022**
Invited Presenter: Changing the Narrative of Networking: Centering Sisterhood, Worthiness, and a Sense of Mattering Networking
- **University of Kentucky School of Social Work, DSW Program- Virtual Residency Week, July 27, 2021**
Panelist: DSWs as Scholars: Disseminating Knowledge to Various Stakeholders
- **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 for 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 engaging in mental health services

- **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

PROFESSIONAL AFFILIATIONS AND SERVICE

ASSOCIATIONS

- **Society for Social Work and Research, Member,** Since September 2023
- **Society for the Study of Human Development, Student Member,** Since July 2023
- **Society for Research on Adolescence, Student Member,** Since July 2022
- **National Council on Family Relations, Student Member,** Since November 2021
- **Global Social Service Workforce Alliance, Member,** Since September 2019
- **Council of Social Work Education (CSWE), Member,** Since 2016
- **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 Sorority, Theta Phi Omega Chapter: Executive Board, Anti-Grammateus,** Dec. 2015 – Fall 2017
- **NASW – NJ Chapter, Vice President,** Appointed, July 2014 & Elected June 2015 – June 30, 2016
- **Rutgers School of Social Work Alumni Council, Member,** Since June 2013
 - Secretary July 2019 – July 2021
 - Vice President July 2021 – November 2023
 - President December 2023 - Present
- **NASW – NJ: Middlesex County Unit Chair,** Appointed, November 2012 – July 2014
- **Northern NJ Association of Black Social Workers (NNJ-ABSW), Treasurer,** Since 2010-2014
- **NABSW, Member,** Since 2010
- **NASW, Member,** Since 2003

BOARDS, COMMITTEES, COALITIONS, AND COUNCILS

- **Society for the Study of Human Development Diversity Science Initiative Committee**, *PhD Student Representative*, Spring 2024 – Present
- **Rutgers School of Social Work, Clinical Specialization Group (MSW)**, *Co-Facilitator*, September 2024 - Present
- **NJ Behavioral Health Integration Advisory Hub**, *Invited Member*, September 2023 – Present
- **Society for Social Work and Research – Black Women and Girls Well-being Group**, *Member*, Since 2023
 - *Black Women and Girls Well-being Group Social Work Writing Retreat & Service Project in Ghana June 17 -26, 2024*
- **NABSW Licensing Committee**, *Member*, September 2022 - Present
- **NJ Statewide Taskforce on Social Work Licensing Exam**, *NASW-NJ, Member*, September 2022 – 2023
- **Rutgers School of Social Work Liberatory and Consciousness Pedagogy Group** (Teaching Circle), *Co-Chair*, September 2021-Present
- **NJ Division of Mental Health and Addiction Services 988 Key Stakeholders Coalition part of the 988 Planning Grant awarded by Vibrant Emotional Health**, which administers the National Suicide Prevention Lifeline, *Member*, Appointed September 2021 – Present
- **Journal of Social Policy and Social Work Studies- Kocaeli University Social Work Department, Turkey**, *Advisory Board Member*, Appointed July 2021-- Present
- **Rutgers School of Social Work Alumni Council**, *Member*, Since June 2013
 - Secretary July 2019 – July 2021
 - Vice President July 2021 – November 2023
 - President December 2023 – Present
- **Rutgers School of Social Work Inclusion, Intersectionality, Diversity, Equity, and Advancement (IIDEA) Committee**, Appointed, September 2021 – May 2025
- **New Jersey Rural Health Advisory Council**, *Member*, Appointed, April 2022 –June 2024
- **Group for Advancement of Doctoral Education in Social Work (GADE)**, *Advisory Board Member*, Appointed, May 2022 – December 2024
- **Rutgers School of Social Work Sojourner Truth Social & Racial Justice Visiting Professor Search Committee**: *Faculty Member*, September 2023 – April 2024
- **Rutgers School of Social Work Dean Search Committee**: *Non-Tenure Faculty Member*, September 2023 – February 2024
- **Rutgers University Violence Prevention and Victim Assistance Faculty Coalition and Trauma-informed Pedagogy**, *Member*, September 2021-May 2023.
- **Council of Social Work Education (CSWE) – Minority Fellowship Program (MFP) Doctoral Advisory Committee**, *Member*, Appointed 2019—2023
- **Alpha Kappa Alpha—Theta Phi Omega Chapter: Leadership Development**, *Chair*, Appointed, December 2019 – December 2021; member, January 2022 - present
- **NASW – NJ: Personnel and Leadership Committee**, *Chair*, July 2014 to June 30, 2016
- **Alpha Kappa Alpha Sorority, Cluster IV Leadership Conference**, *Co-Chair Operational Committee--Communications*, Appointed, Jan. 2014- Nov. 2014
- **Alpha Kappa Alpha Sorority, 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 School of Social Work Alumni Association (RSSWAA)**, *Board Member*, 2005 - 2011
- **Rutgers School of Social Work Dean Search Committee**: *Graduate Student Representative*, Sept. 2004 to June 2005