

Yolanda D. Spears

Curriculum Vitae

7/11/2023

EDUCATION AND PROFESSIONAL HISTORY

Higher Education

2007 MSW, Social Work, University of Iowa
2004 BA, Social Work, University of Iowa

Professional and Academic Positions

2017 - Present **Clinical Assistant Professor**, School of Social Work, University Of Iowa
2017 - Present **Coordinator of Critical Cultural Competence Certificate Program**, School of Social Work, University Of Iowa
2008 - 2017 **Family Support Coordinator**, Property Management, ISIS Affordable Homes
2007 - 2017 **Practicum/Field Instructor**, School of Social Work, University of Iowa
2006 - 2017 **Student and Family Advocate**, Lucas Elementary, Iowa City Community School District
2016 - 2017 **Adjunct Instructor**, School of Social Work, University of Iowa
2019 – Present **Police Legal Sciences**, Consultant, Washington, IA

Honors and Awards

2020-2021 **Division of Diversity, Equity, and Inclusion's Diversity Catalyst Award**
2020 **Black Lives Matter at School Gala**, Beloved Community Initiative. Black Lives Matter At School is a national coalition organizing for racial justice in education.

Professional Memberships/Service

2022 - Present Cross Cultural Student Coalition, Advisor
(<https://uiowa.campuslabs.com/engage/organization/crossculturalstudentcoalition>)
2017 - Present Council on Social Work Education
2019 - Present Advances in Social Work, Reviewer, Publications

TEACHING

Courses Taught at the University of Iowa

Term	Course#	Title	Enrollment
Summer 2022	<u>AFAM/GWSS/HIST/SJUS:3257:0EXA</u>	Civil Rights and Racial Justice Tour	9
Spring 2022	CCCC:2220:0001	Foundations Critical Cultural Competence	30
Spring 2022	CCCC:2220:0002	Foundations Critical Cultural Competence	28
Spring 2022	CCCC:4490:0001	Integrative Sem Critical Cultural Competence	7
Fall 2021	SSW:3847:0002	Discrimination, Oppression, & Diversity	22
Fall 2021	CCCC:2220:0001	Foundations Critical Cultural Competence	23
Fall 2021	CCCC:2220:0002	Foundations Critical Cultural Competence	24
Spring 2021	CCCC:2220:0001	Foundations Critical Cultural Competence	22
Spring 2021	CCCC:2220:0002	Foundations Critical Cultural Competence	11
Spring 2021	CCCC:4490:0001	Integrative Sem Critical Cultural Competence	11
Fall 2020	SSW:3847:0002	Discrimination, Oppression, & Diversity	29
Fall 2020	CCCC:2220:0001	Foundations Critical Cultural Competence	27
Fall 2020	CCCC:2220:0002	Foundations Critical Cultural Competence	25
Spring 2020	CCCC:2220:0001	Foundations Critical Cultural Competence	29
Spring 2020	CCCC:2220:0002	Foundations Critical Cultural Competence	30

Spring 2020	CCCC:4490:0001	Integrative Sem Critical Cultural Competence	17
Fall 2019	SSW:3847:0002	Discrimination, Oppression, & Diversity	26
Fall 2019	CCCC:2220:0002	Foundations Critical Cultural Competence	29
Spring 2019	CCCC:2220:0001	Foundations Critical Cultural Competence	35
Spring 2019	CCCC:2220:0002	Foundations Critical Cultural Competence	33
Spring 2019	CCCC:4490:0001	Integrative Sem Critical Cltr Competence	10
Fall 2018	SSW:3847:0002	Discrimination, Oppression, & Diversity	26
Fall 2018	CCCC:2220:0001	Foundations Critical Cultural Competence	46
Fall 2018	CCCC:2220:0002	Foundations Critical Cultural Competence	29
Fall 2018	SSW:7271:2626	Individual Study	1
Spring 2018	CCCC:2220:0100	Foundations Critical Cultural Competence	38
Spring 2018	CCCC:4490:0001	Integrative Sem Critical Cltr Competence	7
Spring 2018	SSW:1022:0001	Social Justice and Social Welfare in US	104
Fall 2017	SSW:3847:0001	Discrimination, Oppression, & Diversity	45
Fall 2017	SSW:3847:0003	Discrimination, Oppression, & Diversity	17
Fall 2017	CCCC:2220:0001	Foundations Critical Cultural Competence	49

Innovations in Teaching (Other Teaching Contributions)

Revisions in Existing Courses

2020-2022 **Thinking Like A Social Worker**

2020-2022 **Social, Economic, and Environmental Justice I**

2020 **Discrimination Oppression and Diversity.** I introduced racial caucus/affinity groups to accompany reading materials “Me and White Supremacy” L. Saad and “Racial Healing Handbook” A. Singh. Additionally, I created assignments and rubrics to facilitate deeper learning further.

2017 - 2020 **Integrative Seminar Critical Cultural Competence.** I introduced rubrics and revisions to course assignments that included opportunities for students in identity formation. Adding reading material that encourages students to think beyond the binary of being “good” or “bad” when describing the cultural competence journey to include the idea of “goodish” (Dolly Chugh)

2018 - 2019 **Foundations Critical Cultural Competence.** During the 2017-2019 semesters I have created rubrics, introduced experiential writing opportunities and small book group readings sections that focus on voices from marginalized spaces.

2018 **Discrimination Oppression and Diversity (Graduate Course).** I utilized a 15-episode podcast, *Seeing White* (Biewen, 2017), to help students manage the uncomfortable spaces needed to hear and understand the experiences of people of color in the US. Through writing prompts, students are challenged to provide introspective responses and connect the content to their own lives.

SCHOLARSHIP

Publications

CLAS * System * = Senior Author, Major Contribution, ** = Secondary Contribution *** = Equal Contribution, **** = Minor Contribution

Refereed Articles

1. *** Spears, Y. D., DeLoach, L. Black women resistance to whiteness in social work. *Social Work and Policy Studies Journal, Special Issue: Social Justice, Practice, and Theory, Beyond Cultural Competence*. Accepted/In Press February 1, 2020
2. * **In Progress** contributor to an edited volume 2022 -- *Social Work, White Supremacy, and Racial Justice: Reckoning with Our History, Interrogating our Present, Re-Imagining our Future*. **EDITORS:** Abrams, Laura S. Edmonds Crewe, Sandra Dettlaff, Alan J. Williams, James Herbert **PUBLISHER:** Oxford University Press

Grants and Contracts

Funded

- 2020 *Humanities for the Public Good - Liberating Course Design Microgrant*
Funded by University of Iowa Obermann Center. Number of Months: 12.
Investigator/s Yolanda Spears (Clinical Instructor), Julia Kleinschmit (Clinical Instructor).
- 2021 *Invite a Guest to Class*
Funded by Obermann Center and Office of the Vice President for Research.
Award amount: (\$150.00) Percent effort: 100. Investigator/s Yolanda Spears (Clinical Instructor).

Invited Lectures and Conference Presentations

Conference Presentation

International

- 2021 *Reimagining Leadership Education: Multiculturalism, Cultural Humility, and the Prepared Leadership Educator*. International Leadership Association, 23rd Global Conference, Reimagining Leadership Together. Geneva Switzerland & Online. Peer-Reviewed/Refereed. Presenters/Authors: Spears, Yolanda and GuramatunhuCooper, Nyasha M., Our Lady of the Lake University. The presentation begins with the premise that if educators are to engage in teaching about leadership and multiculturalism and cultural humility, they must engage in critical self-reflection before course design and instruction. Valuing leadership education as an inter and multidisciplinary space, our presentation focuses on the critical self-reflection and positionality of two educators in two different institutions and disciplines with a shared goal of designing courses that prepare learner-leaders to lead appropriately and effectively while examining power, privilege, social justice, and issues of equality.

National

- 2023 *Black Women Resistance to Whiteness in Social Work: Building Community*, Adjust Your Crown Social Work Conference, CE (continuing education) credit presentation. Presenters/Authors: Spears, Yolanda & DeLoach LaTasha. The presentation covered information that, as Black women, we are often challenged within organizations to critique incomplete and underdeveloped cultural competence/diversity organizational goals. Our Black bodies are used to meet a diversity/inclusion quota and create programming that appears representational of the larger community for the appearance of inclusivity. However, the white experience is the standard of living within systems connected to family, community, and individual social and personal needs. Challenges transform into workplace stressors through unequal professional demands/workloads, racist tropes, silencing, questioning credentials, 'racial gaslighting', emotionally draining work, white fragility, and violence.
- 2022 *Strategies to teach whiteness and cultural humility among MSW students using podcast-facilitated course work*, has been accepted as a(n) Interactive Workshop presentation under the Teaching Methods and Learning Styles track for the Council on Social Work Education (CSWE) Annual Program Meeting (APM).
- 2022 *Affinity Groups – A Tool for Critical Conversations About Race*, has been accepted as a(n) Pre-Conference: Teaching Institute for Faculty presentation for the Council on Social Work Education (CSWE) Annual Program Meeting (APM).
- 2020 *Let's Talk about Race! Dialogue for PWI Faculty and Staff*. Council on Social Work Education, 65th Annual Program Meeting. Peer-Reviewed/Refereed
Presenters/Authors: Spears, Yolanda, Oliver, Alison, Kleinschmit, Julia **Accepted for presentation - declined due to COVID**
- 2020 *Partnering with K-12 Educators to Address Implicit Bias*, Council on Social Work Education (CSWE), 65th Annual Program Meeting. Peer-Reviewed/Refereed
Presenters/Authors: Spears, Yolanda, Dickinson, Rebecca The presenters partnered with two different HPWI (historically predominately white school districts for this

project, working with different personnel within each. One district was a large urban district serving over 14,000 students at the K-12 level. The second district was a consolidated rural district serving 1,500 students, outside a large urban area. Both programs focused on moving participants towards insight into their own biases, recognizing and addressing systemic bias, creating inclusive and welcoming environments for all students, and directions for further personal and professional growth.

2020 *Teaching Strategies for Unpacking Whiteness and Fostering Cultural Humility Among MSW Students*, Council on Social Work Education (CSWE), 65th Annual Program Meeting. Peer-Reviewed/Refereed Presenters/Authors: Spears, Yolanda **Resubmitted, Accepted and Declined due to Covid 19**

2019 *Teaching strategies for unpacking whiteness and fostering cultural humility among MSW students*. Council on Social Work Education (CSWE) 65th Annual Program Meeting. Peer-Reviewed/Refereed Presenters/Authors: Spears, Yolanda D. **Due to weather the presentation portion was canceled. Plan to resubmit for CSWE 2020** Social work faculty must prepare future social workers to practice in a diverse and polarizing social and political environment. As an African American faculty member teaching diversity courses at a predominantly white institution (PWI), I have seen firsthand how white students are able to intellectually reproduce and recite information about racialized groups, but struggle to understand how they have been socialized to not have to notice, name, or acknowledge the unexamined privileges of their whiteness. This workshop 1) provides a brief overview of the content of the *Seeing White* podcast episodes; 2) uses select podcast clips to engage participants with writing prompts, and 3) unpacks their responses in small group discussions. The workshop concluded with a large group debriefing dialogue and a question-and-answer period.

2019 *Calling in and Supporting Social Work Students in Unpacking their White Identity*, Council on Social Work Education (CSWE) 65th Annual Program Meeting, Denver, Colorado. Peer-Reviewed/Refereed Presenters/Authors: Spears, Yolanda D., Dickinson, Rebecca Social work is historically rooted in white people serving populations deemed in need of assistance. Privilege, white 'saviorism,' and 'othering' continue to be issues that social workers have an ethical obligation to examine in their work. This interactive workshop provides research-based pedagogical tips and suggestions for social work educators to better address issues of resistance in their courses and in supporting white students in reflecting on their racial identity. The workshop presenters will offer social work educators' ideas for assignments and/or targeted class discussions to specifically support white students in their self-reflection work.

2019 *Podcast Power: Developing diversity and social justice skills among faculty members*, The Network for Social Work Management, Chicago, Illinois. The NSWM 30th Annual Management Conference: Accelerating Impact: Harnessing the power of human, social, and financial innovation. Peer-Reviewed/Refereed Presenters/Authors: Spears, Yolanda D., Cummings, Stephen While social work departments routinely promote the mission of cultural awareness (cultural humility) to students via explicit and explicit curricula, faculty are not provided a concise roadmap for their personal and interpersonal development of cultural competence and awareness. In this workshop, we presented a faculty-targeted program using culturally relevant podcast content and active discussion to enhance faculty knowledge and strengths in order to better serve the ever-changing needs of social work students.

Regional

2020 *Being an antiracist social worker – what you need to know*. National Association of Social Workers North Dakota, Annual State Conference. Presenters/Authors: Spears, Yolanda, Kleinschmit, Julia

2020 *Fighting white supremacy in ourselves, our work, and our communities*. National Association of Social Workers, Nebraska Chapter, Social Workers Generations Strong. Presenters/Authors: Spears, Yolanda, Kleinschmit, Julia

State

- 2020 *Being an Antiracist Social Worker: What You Need to Know*. North Dakota Chapter National Association of Social Workers, Annual Conference. Peer-Reviewed/Refereed Presenters/Authors: Spears, Yolanda, Kleinschmit, Julia
- 2020 *Fighting White Supremacy in Ourselves, Our Work, and Our Communities*. Nebraska Chapter National Association of Social Workers, Annual Conference. Peer-Reviewed/Refereed Presenters/Authors: Spears, Yolanda, Kleinschmit, Julia

Guest Speaker**Local**

- 2023 *No Longer Invisible: Black and Asian Solidarity* University of Iowa Asian Pacific American Cultural Center, APA Heritage Month 2023
(<https://multicultural.uiowa.edu/event/116771/0>)
- 2021 *Cultural Competence and Why It Matters for Social Work* Luther College, Decorah, IA. Spoke to students in the macro-HBSE course about how we define and conceptualize cultural competence as social work professionals.
- 2021 *A Focus on Our Community: Race, Cultural Competence, and Bias; A Discussion with Professor Yolanda Spears*. Washington For Justice, Iowa City, Iowa, United States Washington for Justice is excited to host guest speaker Professor Yolanda Spears with the University of Iowa. This virtual event is open to the public, and attendance is encouraged by faith leaders, law enforcement, city council members, and other community leaders. You won't want to miss this discussion!
- 2019 *Talking To Our Kids About Race*, Lucas Elementary Racial Climate Committee, Iowa City, Iowa Presenters/Authors: Spears, Yolanda The presentation for approximately 50 people focused on the importance of talking about race with children, strategies for parents and teachers initiating and maintaining conversations with children regarding race/diversity and providing examples of diverse readings for the entire family.

Keynote/Plenary Address**Local**

- 2020 *MLK Jr District In-Service*, Mid Prairie Community School District, Wellman, Iowa Presenters/Authors: Spears, Yolanda The keynote presentation for approximately 160 participants focused on historical factors that influenced current educational systems that disproportionately impact marginalized groups.

Regional

- 2019 *Cultural Humility and Leadership*. Midwest School for Women Workers 2019, United Association for Labor Education and UI Labor Center, Iowa City, Iowa. Presenters/Authors: Spears, Yolanda D. The Midwest School for Women Workers brings together working women to develop leadership skills, understand challenges and issues facing the labor movement, and learn from others' experiences. My presentation addressed how race and gender show up in unionized employment spaces.
- 2018 *The Very Real Impact of Hate Speech*. YWCA of Black Hawk County, Week Without Violence, Waterloo, Iowa. Presenters/Authors: Spears, Yolanda D. The YWCA Week Without Violence™ is an annual national campaign highlighting practical, sustainable alternatives to violence in our homes, schools, workplaces, and communities. The target audience includes social workers, counselors, therapists, mental health providers, domestic violence and sexual assault advocates and counselors, teachers, law enforcement, medical personnel, clergy, students, parents, community activists and organizers, attorneys and legal assistants, crime victim advocates, nurses, public health educators, community volunteers, corrections, parole, probation officers, and peace-building activists. The presentation discussed what hate speech is, its impact on our communities, society, groups we belong to, and how our personal lives are affected by this speech. The presentation provided tools for increasing awareness of numerous forms of hate speech and skills to address hate speech effectively.

Symposium**National**

- 2023 *Moving Beyond the "My Black Friend/White savior" Trope: Fostering Cross-Racial Relationships*. White Privilege Symposium at St Ambrose. Presenters: Spears, Yolanda

& Hartley, Carolyn. The presenters using stories from our mentoring relationship, we (a Black woman [mentee] and a white woman [mentor]) will illustrate how we have fostered a powerful cross-racial professional and personal relationship. Using positionality and racial identity development concepts, we will demonstrate how forging our professional connection in a predominantly white institution (PWI) required us to use simultaneous but different critical self-reflection when faced with workplace challenges. We will also discuss how perspective-taking and being vulnerable further strengthened our personal relationship by allowing us to learn and grow as individuals and not fall into the tokenized “my Black friend/the white savior” trope. Finally, we will illuminate the individual and shared tasks needed to build our cross-racial relationship. The Black mentee had to weigh the risks of establishing trust in a relationship with inherently unequal power and overcome her cultural mistrust due to racism and white supremacy. The white mentor had to recognize and value the unique experiences of her Black mentee and manage her discomfort and white fragility. Together, we moved our relationship forward as cross-racial partners by finding common ground around shared DEI work at our PWI.

- 2020-2021 *Managing White Fragility: Teaching While Black*. Social Work, White Supremacy, and Racial Justice: Reckoning with our history, interrogating our present, re-imagining our future, University of Houston, Howard University, Arizona State University, UCLA -- Schools of Social Work Peer-Reviewed/Refereed Presenters/Authors: Spears, Yolanda Part 4: Strategies for Achieving Racial Justice in Social Work Education is an exploration of our anti-racist future and the role of social work education in helping to achieve this. What is the future of social work education, and what are the strategies we need to employ to achieve racial justice in social work education?

**Workshop
Local**

- 2021 *Culture and Diversity Team Workshop (6 sessions)*. Take 3, Mid Prairie Community School District, Wellman, Iowa Presenters/Authors: Spears, Yolanda, Dickinson, Rebecca 6 session workshop for MPSD focusing on cultural humility and unpacking racial bias for school professionals. The goal is to increase capacity of MPSD cultural competence team with new and existing members.
- 2020 *Culture and Diversity Team Workshop (6 sessions)*. Take 2 New Group and Original Team, Mid Prairie Community School District, Wellman, Iowa Presenters/Authors: Spears, Yolanda, Dickinson, Rebecca 6 session workshop for MPSD some of the original Culture and Diversity Team (15 members) and a new group of teachers/administrators focusing on cultural humility and unpacking racial bias for school professionals. The goal is to increase capacity of MPSD cultural competence team.
- 2020 *Consultation Circles*, Iowa City Community School District, Iowa City, Iowa, United States Presenters/Authors: Spears, Yolanda Led a workshop with BIPOC professionals to discuss the impact of working in a predominantly white institution.
- 2019 *Culture and Diversity Team Workshop (6 sessions)*, Mid Prairie Community School District, Wellman, Iowa Presenters/Authors: Spears, Yolanda, Dickinson, Rebecca. Six-session workshop for MPSD Culture and Diversity Team (15 members) focusing on cultural humility and unpacking racial bias for school professionals.
- 2019 *Before and After School Programs - Implicit Bias Workshop (6 Week Program)*, Iowa City Community School District, Iowa City, Iowa. Presenters/Authors: Spears, Yolanda D., Dickinson, Rebecca Provided a six-week implicit bias training for before- and after-school employees in the Iowa City Community School District.
- 2018 *Implicit Bias*. Iowa Diversity Team: Implicit Bias, Iowa City Community School District (ICCS), Iowa City, Iowa. Presenters/Authors: Spears, Yolanda D. Student Presenters/Authors: Dickinson, Rebecca 2-hour workshop and presentation about implicit bias where participants engaged in foundation work (conversations and activities) surrounding gender, race/ethnicity, religion, sexual orientation, education, class ability, and language. The participants learned about bias, cultural humility and having difficult conversations.

National

- 2021 *Seeing White - Using a Podcast to Teach Antiracist Social Work*. Influencing Social Policy, Macro Teaching Institute. Peer-Reviewed/Refereed Teaching Institute Instructor/Presenters/Authors: Spears, Yolanda, Kleinschmit, Julia
- 2020 *Race/Anti-racism Workshop*,. General Executive Board Meeting, United Electrical, Radio & Machine Workers of America, Pittsburgh, Pennsylvania, United States Presenters/Authors: Spears, Yolanda, Thompson, Kari The General Executive Board includes three national officers, two regional presidents, 14 elected rank-and-file members from around the country and our national trustees
- 2020 *Antiracism Training*. Communication Workers of America, CWA District 7, Iowa City, Iowa. Presenters/Authors: Spears, Yolanda, Sherer, Jennifer
- 2019 *What is Racism?* Communications Workers of America District 7 Leadership School, University of Iowa Labor Center, Iowa City, Iowa. Presenters/Authors: Spears, Yolanda

Regional

- 2021 *Recognizing Racism & Discrimination*, American Postal Workers Union (APWU) AFL-CIO. Presenters/Authors: Spears, Yolanda and Morales, Guillermo. Tri-State ReBoot.
- 2020 *Building and Anti-racist Labor Movement*, Communications Workers of America (CWA) District 7, Greenwood Village, Colorado. Presenters/Authors: Spears, Yolanda, Sherer, Jennifer Communications Workers of America are members who work for telephone companies like CenturyLink and AT&T, as well as a few manufacturing and energy utility companies. They come from IL, WA, CO, MN, IA, AZ, OR, WY, ND, OR, and ID

State

- 2022 *Race, Culture and Power* Iowa Victim Assistance Academy, Iowa Organization for Victim Assistance, Des Moines, Iowa, United States Presenters/Authors: Spears, Yolanda D. This discussion-based workshop centered on topics of race, cultural competency/humility for crime victim service providers, connecting information about “isms” with victim’s experience of violence. Using interactive activities, the workshop format created a space for open discussion about marginalized groups and opportunities for self-reflection in their professional/personal environments.
- 2021 *What is Racism: And why do labor leaders have to talk about it?* Western Iowa Labor Federation, Iowa City, Iowa. Presenters/Authors: Spears, Yolanda, Sherer, Jennifer We will not end racism with a two-hour workshop. What will we do? Take steps forward on the long journey to justice, develop our capacity to lead necessary and meaningful conversations about race in our unions and communities, contribute to statewide plans for union member engagement and education.
- 2020 *Privilege and Oppression - Understanding, Recognizing and Fighting It: Social Work’s Ethical Responsibility to Fight White Supremacy*, Iowa Heartland Area Education Association Presenters/Authors: Spears, Yolanda, Kleinschmit, Julia
- 2020 *What is racism, and why do labor leaders have to talk about it?*, Iowa Federation of Labor, Iowa City, Iowa, United States Presenters/Authors: Spears, Yolanda, Sherer, Jennifer
- 2019 *Cultural Humility for Victim Service Providers*. Iowa Victim Assistance Academy, Iowa Organization for Victim Assistance, Des Moines, Iowa, United States Presenters/Authors: Spears, Yolanda D. This workshop addressed issues of cultural competency and cultural humility for crime victim service providers, connecting information on race and racism with victims experience of violence. Using interactive activities, the workshop format created a space for open discussion about marginalized groups and opportunities for self-reflection in their professional/personal environments.
- 2018 *What Is Racism...and Why Do We Have To Talk About It*. 67th Annual Labor Short Course, The Iowa Federation of Labor, AFL-CIO and the University of Iowa Labor Center, Iowa City, Iowa. Presenters/Authors: Spears, Yolanda D., Sherer, Jennifer The labor center offers short courses and seminars for union members across the state. The goals for this short course were to: 1) examine how race and racism affect union

members lived experiences at work, in their unions, and the labor movement; and 2) learn steps to increase members' abilities to listen to others and have conversations about race in their unions. Course topics included cultural humility, the act of calling out v.s. calling in, and engaging in uncomfortable conversations.

University
2018

How To Have Difficult Conversations. Social Justice Brown Bag, University of Iowa School of Social Work, Iowa City, Iowa. Presenters/Authors: Spears, Yolanda D, Oliver, Alison This skills-based workshop was designed to demonstrate and practice communication strategies when discussing controversial issues. Participants learned more effective tools to speak and listen, even when you disagree.

SERVICE TO THE INSTITUTION

Department

2021- Present	School of Social Work Curriculum Committee
2018 - Present	Diversity and Social Justice Committee, Chair
2019	National Building Coalition Institute (NCBI) School of Social Work, Facilitator
2018 - 2019	Faculty Representative
2018	National Building Coalition Institute (NCBI) School of Social Work, Facilitator
2017 - 2018	Diversity and Social Justice Committee, Member

ADD CURRICULUM WORK GROUPS
CONSULTANT TO WORK GROUPS (if more than 4 hours in the semester)
ADVISING CCCC STUDENTS

College

2021- present	Project Team Member DEI Strategic Initiatives "Increasing BIPOC Student Inclusion and Belonging in the School of Social Work through Anti-Racist and Trauma-Informed Strategies"
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University

2021-2024	Council on Teaching Committee Member (3 year term)
2017 - Present	Coordinator of Critical Cultural Competence Certificate Program, Director
2018	NCBI Facilitator for the Department of Equity and Inclusion

Public/Community

2022	Houses Into Homes
2021	Big 10 Schools Diversity Committee Connection
2020 - 2021	Iowa City Community School District, Social Studies Review Committee
2013 – 2019	Supreme Court of Iowa, Grievance Commission
2010- Present	Johnson County Medical Examiner, Child Death Review Team