

*Curriculum Vitae*

**Ann Curry-Stevens**

*August 10, 2015*

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## Education

**Ph.D. Ontario Institute of Studies in Education, University of Toronto**  
Department of Adult Education, September 2005

**M.S.W. University of Toronto**  
Specialization in Social Policy & Administration, June 1991

**B.A. (Honors)**  
Queen's University, Kingston, Ontario  
Specialization in Human Geography, June 1983

## Current Positions

**Associate Professor**  
Graduate School of Social Work  
Portland State University

**Founding Director**  
Center to Advance Racial Equity  
Portland State University

**Chair, Practice and Leadership in Communities and Organizations**  
School of Social Work  
Portland State University

## Employment – Academic

- 2012 – Associate Professor, School of Social Work, Portland State University**
- 2013 – Founding Director, Center to Advance Racial Equity, Portland State University.** Modeled after European Science Shops, the Center to Advance Racial Equity (CARE) was created to conduct research at the request of community organizations seeking to advocate for greater racial equity. CARE serves as a portal for community-initiated research requests, and hiring researchers (community, and MSW and PhD students) to conduct the research. Approximately 6 studies are conducted annually. Total funding to date is \$254,750.
- 2013 – 2014 Curriculum Coordinator, Online MSW in Community and Organizational Practice.** Lead of curriculum conversion process for creating an online MSW. Total funding secured was \$260,000.
- 2012 – 2014 Researcher, Eliminating Disparities in Child & Youth Success, All Hands Raised Collaborative.** Co-lead of research activities to strengthen policy context which contributes to racial disparities in Multnomah County. Total funding was \$265,000.
- 2008 – 2014 Principal Investigator, Coalition of Communities of Color Research Project.** Led the partnership between PSU researchers (up to 5 researchers) and the 20-member Coalition to detail the racial disparities faced by 6 marginalized communities. Role included quantitative and qualitative research; resourcing policy development; presenting research findings; and consolidating academic base for racial equity recommendations. Total funding was \$551,908.
- 2007 – 2012 Assistant Professor, School of Social Work, Portland State University**
- 2005 – 2007 Assistant Professor, School of Social Work, York University, Toronto, Canada**
- 2005 Course Director, School of Social Work, York University**
- 2004 Course Instructor, Faculty of Social Work, University of Toronto**
- 2004 – 2005 Course Instructor, Ryerson University, School of Social Work**
- 2002 – 2003 Research Project Coordinator, York University, Health Canada's Health Policy Research Program.** Community-academic partnership on the social determinants of health with Dr. Dennis Raphael.

- 2002**                    **Research Assistant, Community-University Research Alliance**, Wilfrid Laurier University, titled “Single parents and the meaning of work: Understanding the labour market and exclusion in the new economy.” Part of SSHRC’s Initiatives in the New Economy Project (development grant) with Dr. Lea Caragata.
- 1995-97 & 2003-05**            **Course Instructor**, Community Worker Program, George Brown College (8 courses taught)
- 1989 – 1991**            **Tutorial Assistant**, Economic Geography, University of Toronto

### Employment – Professional

- 2014 –**                    **External Evaluator and Designer, Successful Families 2020, United Way of Columbia-Willamette**  
The United Way embarked on strategic philanthropy, funding one large collective impact initiative (\$750,000/year for five years) in its commitment to end child poverty. Five culturally-specific organizations involved in education and social services, and one mainstream social service provider lead the collaborative. Lead developer of an evaluation framework for six grantees designing a collective impact initiative to reduce child poverty. Role covers three related projects: the collaborative itself (using a developmental evaluation model), an education initiative in Reynolds School District (using a quasi-experimental design), and comprehensive evaluation of the culturally-specific organizational partners (using quasi-experimental design, including a customized case study and organizational ethnography approach).
- 2014 – 2015**            **Facilitator and Trainer, Intertwine’s Racial Equity Organizational Change Cohort**  
Recruited to support the expansion of racial equity commitments in the environmental sector, I have designed an 8-month training program to support a total of eleven government and community organizations to conduct racial equity organizational assessments, and to learn and apply relevant content to support their emergence as culturally responsive organizations.
- 2014**                    **Advisor, Schools Uniting Neighborhoods, Multnomah County**  
The SUN service system has been a leader in funding decisions to support the availability of culturally-specific organizations for students of color. As they prepared for their 2015 rfp, they sought my advice on how to construct such a call that would target additional resources for students of color, integrate stronger accountability measures for mainstream providers, and support the emergence of culturally responsive organizations through technical assistance.
- 2014**                    **Evaluation Designer, Child Poverty Initiative, United Way of Columbia-Willamette**  
To ensure that this initiative is able to determine its outcomes and impacts on the full spectrum of client outcomes, organizational equity, and policy advocacy, I designed a participatory process that involved diverse stakeholders and developed an evaluation framework that ensures that grantee activities can be “rolled up” to identify collective gains, that knowledge of program effectiveness can be determined, that racial equity and policy advocacy gains are measured, and that their companion effort to create a “collective impact” initiative to reduce child poverty are all evaluated.
- 2014 – 2015**            **Racial Equity Organizational Development Consultant, Camp Fire Columbia**  
Assisted Camp Fire to achieve three outcomes: (1) to assess the cultural responsiveness of its middle and high school programs, and then provide technical assistance in its improvement efforts, (2) Board training on both process and content to prepare them to support racial equity, and (3) to support conducting an equity assessment, and build and implement an action plan for organizational racial equity. Co-facilitate with Linda Castillo, Hispanic mental health and diversity consultant.
- 2010 – 2014**            **Evaluator, Oral Health Initiative, Kaiser Permanente Northwest, Portland**  
Designed and implemented a 3-year evaluation of a new grant stream on oral health, with an emphasis on policy advocacy and elimination of service barriers for underserved communities. Provided technical assistance and training to grantees, developed the evaluation protocol, and conducted the evaluation.
- 2014**                    **Racial Equity Organizational Development Consultant, Portland Children’s Museum**  
Co-led an initiative to assess the Museum’s equity capacity, build an internal committee for moving the work forward, staff training, and developing an action plan.

- 2011 – 2013**     **Evaluator, Culturally Specific Leadership Development Initiative, Meyer Memorial Trust**  
 When the Coalition of Communities of Color won a \$1 million grant to support leadership development among communities of color, they hired me to develop an evaluation framework, and conduct an evaluation of the first full year of operations, and subsequently to train and resource program coordinators to take over the evaluation functions. The evaluation began with a developmental evaluation approach, and subsequently focused on advocacy efficacy, community outcomes, the participants’ learning community, participant engagement, and policy gains. With the strength of the evaluation findings, subsequent ongoing funds were secured.
- 2011 – 2012**     **Community Assessment, North by Northeast Community Health Center, Portland**  
 As part of their strategic planning in anticipate of health care reform, the health clinic sought to understand the ways in which their services are valued by community leaders, patients, staff, board, non-returning patients and general community members. This role involved demographic research, interviews, focus groups, surveys and related analysis. Recommendations are presented to the Board of Directors on avenues to increase their responsiveness to the community, and particularly the local African American community.
- 2010 –2012**     **Evaluator, Convergence Partnership, Northwest Health Foundation**  
 Hired to develop and implement a 3-year evaluation of a new grant stream that supports communities of color to address health eating, active living (HEAL) policy issues in Multnomah County.
- 2012**            **Consultant, Metro’s Office of Resource Conservation and Recycling Division**  
 Developed and delivered a ½ day training in “culturally-responsive demographic data collection and analysis.”
- 2010**            **Consultant, Multnomah County’s Chair’s Office**  
 Designed and delivered training and organizational development support for their “Undoing Institutional Racism” (UIR) initiative. Additional project elements included the development of a comprehensive research-based “business case” for UIR as well as a literature review of promising practices to undo institutional racism. Co-facilitate with Michael Ware (Chair, Governor’s Task Force on Reducing Disparities in Child Welfare).
- 2010-2011**     **Training Consultant**  
 Hired in 2010 & 2011 by Multnomah County’s Talent Development Unit to design and deliver a one-day training on “Strategies for Undoing Institutional Equity” for those in their Leadership Academy program.
- 1999-2005**     **Centre for Social Justice**  
                          **Co-Director, Management and Research (1999 to 2001)**  
                          **Communications Coordinator (2001 to 2002)**  
                          **Research and Education Associate (2002 to 2005)**  
 Research Director: Directed the research program for a progressive think tank that addressed issues of the causes and impacts of inequality in Canada.  
 Management Director: Executive position responsible for Board development, strategic planning, administration and human resources, including access and equity. Annual budget of \$800,000.  
 Research & Education Associate: Publishing educational resources, preparing occasional research reports, conference presentations, and workshop design & delivery.  
 Communications: Responsible for media strategies, campaign development & popular resources.
- 1998-99**        **Project Manager, Violence Prevention Initiative**  
 Women’s Resources of Victoria County & YWCA of Peterborough  
 Developed school boards’ anti-violence initiatives in 2 rural counties in Ontario. Delivered 147 workshops to youth on bullying, sexual harassment & dating violence. Also provided teacher support for working with aggressive children and youth, individual assessments, and group counselling for child witnesses to domestic violence. Member of the Anti-Oppression committee.
- 1994-2004**     **Consultant**  
 Echo Bay Centre (formerly *Tools for Transformation*)

Provided social justice training and organizational development. Clients included 35 provincial and local social justice groups, labor, faith and international development organizations.

**1994-97**

**Justice Education Coordinator**

Moment Project, Jesuit Centre for Social Faith and Justice

Responsible for the design, delivery and promotion of popular education workshops for activists to build collective skills and shared insight through popular education. Worked with diversity of social movements in the Toronto area, in Ontario, and nationally. Seconded staff for organizing in the Metro Days of Action in 1996, and the Metro Network for Social Justice. Chair of the Anti-Oppression/Anti-Racism committee.

**1993-94**

**Manager, Employment Programs**

YWCA of Metropolitan Toronto

Responsible for the management and administration of 6 pre-employment and bridging programs for women with a budget of \$1.5 million. Member of the Anti-Oppression/Anti-Racism committee.

**1992-93**

**Director, Social Justice**

YWCA of Metropolitan Toronto

Senior management position responsible for program development, finance, administration and human resources. Leadership on committees of the board and management committees, including employment equity. Coalition participation included the Toronto Tax Fairness Force, the Metro Network for Social Justice, the Women's Advocacy Centre & the National Anti-Violence Initiative. Member of the Anti- Oppression/Anti-Racism committee.

**1983-92**

**Probation Officer and Volunteer Coordinator**

Ministry of Community and Social Services

Provided case management and counseling to clients, with a specialization in juvenile sex offenders. Volunteer Coordinator role involved management of the volunteer program including recruiting, training & supervising volunteers.

**1981-82**

**Summer Camp Director**

Camp Outlook

Senior management position responsible for operation of summer camp for 150 youth, 18 full-time student staff, and budget of approx. \$150,000.

**Dissertation**

**Pedagogy for the Privileged: Building Theory, Curriculum and Critical Practices**

**September 2005**

**Director: Dr. Daniel Schugurensky**

Dissertation involved literatures on critical pedagogy, transformative learning, popular education, feminist pedagogy, critical race theory, political economy, post-structural theory and interlocking systems of gender, race and class. Research involved qualitative study of 20 transformative educators based in community and labor settings.

**Publications**

***Refereed Journal Publications***

Nissen, L. & Curry-Stevens, A. (2012). Evolving on purpose: Results of a qualitative study to explore how public youth service reform advocates apply anti-oppressive practice frameworks in a collaborative training and action process. *Action Research*, 10(4), 403 – 428.

Curry-Stevens, A. (2012). The end of the honeymoon: CBPR, positional privilege and working with community coalitions. *American International Journal of Contemporary Research*, 2(7), 92-101.

- Curry-Stevens, A. (2012). Persuasion: Infusing advocacy practice with insights from anti-oppression practice. *Journal of Social Work, 12*(4), 345-363.
- Curry-Stevens, A., Cross-Hemmer, A., Meier, J. & Maher, N. (2011). The politics of data: Uncovering whiteness in conventional social policy and social work research. *Sociology Mind, 1*(4), 183-191.
- Curry-Stevens, A. (2011). Research for change: Transforming policy, scholarship, and the classroom through engaged research with communities of color. *Journal of Public Scholarship in Higher Education, 1*(1), 11-29.
- Curry-Stevens, A. & Nissen, L. (2011). Reclaiming Futures considers an anti-oppressive frame to enhance effectiveness in decreasing disparities. *Children and Youth Services Review, 33*(S1), 54-59.
- Curry-Stevens, A. (2010). Journeying towards humility: Complexities in advancing pedagogy for the privileged. *Reflections: Narratives of Professional Helping, 16*(1), 61-72.
- Raphael, D., Curry-Stevens, A. & Bryant, T. (2008). Barriers to addressing the social determinants of health: Insights from the Canadian experience. *Health Policy, 88*(2), 222-235.
- Curry-Stevens, A. (2008). Building the case for the study of the middle class: Shifting our gaze from margins to center. *International Journal of Social Welfare, 17* (4), 379-389.
- Curry-Stevens, A., Datta, J., Edwards, V., Hill, E. & Lee, C. (2008). Activist formation in the neo-liberal era: A journey with multiple dimensions. *Affilia: Journal of Women and Social Work 23*(3), 290-298.
- Curry-Stevens, A. (2007). New forms of transformative education: Pedagogy for the privileged. *Journal of Transformative Education, 5*(1), 33-58.
- Curry-Stevens, A. (2006). Rooting social policy advocacy in social movements: Adapting to the demise of rationality in the policy-making process. *Canadian Review of Social Policy, 56*, 113-130.
- Raphael, D. & Curry-Stevens, A. (2004). Toronto Charter outlines future health policy directions for Canada and elsewhere. *Health Promotion International, 19*(2), 269-273.
- Raphael, D., Bryant, T. & Curry-Stevens, A. (2004). Strengthening the social determinants of health: New charter sets best future health policy directions for Canada. *The CCPA Monitor, 10*(7), 36-38.
- Curry-Stevens, A. (2004). Arrogant capitalism: Changing futures, changing lives. *Canadian Review of Social Policy, 52*, 158-164.
- Curry-Stevens, A. & Curry-Stevens, T. (1998). Community and privilege: Failing where opportunity exists. *Communities: Journal of Cooperative Living, 100*, 5-8.

### **Currently Under Review**

- Curry-Stevens, A., Morton, M. & Deloney, G. (2015). From the margin: The potential for culturally specific services to reduce racial disparities and advance respectful recognition of communities of color. ["revise and resubmit" with *Advances in Applied Sociology*].
- Maher, N., Curry-Stevens, A. & Dupres, C. (2015). Native American communities in Multnomah County: Exploring history through policy and its impact on Native peoples. ["revise and resubmit" with *Oregon Historical Quarterly*].

### **Book Chapters**

- Curry-Stevens, A. (2015). Anti-oppressive practice. In E. Mullen (Ed.) *Oxford Bibliographies in Social Work*. New York: Oxford University Press. [in press].
- Curry-Stevens, A. (2015). Precarious changes: A generational exploration of Canadian incomes and wealth. In D. Raphael (Ed.) *Social determinants of health: Canadian perspectives* (3<sup>rd</sup> Edition). Toronto: Canadian Scholars Press International. [in press].

- Raphael, D. & Curry-Stevens, A. (2015). Surmounting the barriers: Making action on the social determinants of health a public policy priority. In D. Raphael (Ed.) *Social determinants of health: Canadian perspectives* (3<sup>rd</sup> Edition). Toronto: Canadian Scholars Press International. [in press].
- Curry-Stevens, A. (2014). Feminist research in the absence of gender: Exploring intersubjectivity in practice, purpose and representation. In S. Wahab, C. Gringeri & B. Anderson-Nathe (Eds), *Feminisms in social work research: Promise and possibilities for justice-based knowledge* (pp.137-153). New York: Routledge.
- Curry-Stevens, A. (2009). When economic growth doesn't trickle down: The wage dimensions of income polarization. In D. Raphael (Ed.) *Social determinants of health: Canadian perspectives* (2<sup>nd</sup> Edition, pp.41-60). Toronto: Canadian Scholars Press International.
- Raphael, D. & Curry-Stevens, A. (2009). Surmounting the barriers: Making action on the social determinants of health a public policy priority. In D. Raphael (Ed.) *Social determinants of health: Canadian perspectives* (2<sup>nd</sup> Edition, pp.362-377). Toronto: Canadian Scholars Press International.
- Curry-Stevens, A. (2004). Income and income inequality. In D. Raphael (Ed.) *Social determinants of health: Canadian perspectives* (pp.21-38). Toronto: Canadian Scholars Press International.
- Raphael, D. & Curry-Stevens, A. (2004). Addressing and surmounting the political and social barriers to health. In D. Raphael (Ed) *Social determinants of health: Canadian perspectives* (pp.345-359). Toronto: Canadian Scholars Press International. (Second author with Dennis Raphael)
- Curry-Stevens, A. (2004). Pedagogy for the privileged: Building civic virtues in political leadership. In K. Mundel & D. Schugurensky (Eds.) *Lifelong citizenship learning, participatory democracy and social change: Volume 2* (pp.619-632). Toronto: Transformative Learning Centre, OISE/UT.
- Curry-Stevens, A. (2003). Pedagogy for the economically privileged: 'Tuning in' to the privileged learner. In C. Wiessner (Ed.) *Transformative learning in action: Building bridges across contexts and disciplines*. New York: Teachers College, Columbia University.

### **Commissioned Papers**

- Curry-Stevens, A. (2015). *Oregon Education Investment Board: Reading Equity Summit report*. Salem, OR: Oregon Education Investment Board and Northwest Health Foundation.
- Curry-Stevens, A. (2007). *When organizations commit to change: Avenues to dismantle disproportionality*. Portland, OR: The Child Welfare Partnership.
- Curry-Stevens, A. (2006). *The declining health and well-being of low income women in Canada: A preventable tragedy*. Ottawa, ON: Canadian Association of Social Work.

### **Professional Publications**

- Curry-Stevens, A. & Lopezrevoredo, A. (2015). *Learning from educators of color: Licensed but not teaching in Oregon's public schools*. Portland, OR: Center to Advance Racial Equity, Portland State University.
- Curry-Stevens, A. & Kim-Gervey, C. (2015). *Chronic absenteeism in Oregon: Taking action to promote partnerships that resist student disengagements*. Portland, OR: Center to Advance Racial Equity, Portland State University.
- Sinkey, A. & Curry-Stevens, A. (2015). *Equity in education: Disaggregating student outcomes by race and income in Oregon*. Portland, OR: Center to Advance Racial Equity, Portland State University.
- Chorpenning, M., Curry-Stevens, A., Schrock, G., and Lamb, N. (2015). *Economic Equity in Communities of Color: The Effectiveness of Minority Contracting Initiatives*. Portland, OR: Center to Advance Racial Equity, Portland State University.
- Curry-Stevens, A., Reyes, M. & Coalition of Communities of Color (2014). *Protocol for culturally responsive organizations*. Portland, OR: Center to Advance Racial Equity, Portland State University.

- Reyes, M.-E., & Curry-Stevens, A. (2014). *What risks do African youth face of gang involvement? A community needs assessment in Multnomah County*. Portland, OR: Center to Advance Racial Equity, Portland State University.
- Curry-Stevens, A., Lovett, C. & Qeral, A. (2014). *United Way of Columbia-Willamette: Learning framework toolkit for Community Strengthening cohort*. Portland, OR: United Way of Columbia-Willamette.
- Curry-Stevens, A. & Coalition of Communities of Color (2014). *The Slavic community in Multnomah County: An unsettling profile*. Portland, OR: Portland State University.
- Bates, L., Curry-Stevens, A. & Coalition of Communities of Color (2013). *The African American community in Multnomah County: An unsettling profile*. Portland, OR: Portland State University.
- Reyes, M.-E., & Curry-Stevens, A. (2014). *Protocol for culturally responsive organizations: Literature review and standards for performance*. Portland, OR: Center to Advance Racial Equity, Portland State University.
- Curry-Stevens, A. (2014). *Fact sheets for the African immigrant and refugee community*. Portland, OR: Portland State University.
- Curry-Stevens, A. (2014). *Final evaluation report for the Culturally-Specific Leadership Development Initiative led by the Coalition of Communities of Color*. Portland, OR: Coalition of Communities of Color.
- Chorpenning, M. & Curry-Stevens, A. (2014). *Environmental Granting to Communities of Color in Oregon*. Portland, OR: Center to Advance Racial Equity, Portland State University.
- Curry-Stevens, A. & Coalition of Communities of Color (2014). *Research protocol for the study of racial disparities*. Portland, OR: Coalition of Communities of Color.
- Curry-Stevens, A., Lopezvoredodo, A. & Peters, D. (2013). *Policies to eliminate racial disparities in education: A literature review*. Portland, OR: Center to Advance Racial Equity, Portland State University.
- Curry-Stevens, A. & Coalition of Communities of Color (2013). *The African immigrant and refugee community in Multnomah County: An unsettling profile*. Portland, OR: Portland State University.
- Curry-Stevens, A. & Kabel, C. (2012). *Evaluation of the Convergence Partnership at the Northwest Health Foundation*. Portland, OR: Northwest Health Foundation.
- Curry-Stevens, A. (2012). *Community value assessment of North by Northeast Community Health Center*. Portland, OR: North by Northeast Community Health Center.
- Curry-Stevens, A. & Coalition of Communities of Color (2012). *The Asian and Pacific Islander community in Multnomah County: An unsettling profile*. Portland, OR: Portland State University.
- Curry-Stevens, A., Cross-Hemmer, A. & Coalition of Communities of Color (2012). *The Latino community in Multnomah County: An unsettling profile*. Portland, OR: Portland State University.
- Curry-Stevens, A., Cross-Hemmer, A. & Coalition of Communities of Color (2011). *The Native American community in Multnomah County: An unsettling profile*. Portland, OR: Portland State University.
- Curry-Stevens, A., Cross-Hemmer, A. & Coalition of Communities of Color (2010). *Communities of color in Multnomah County: An unsettling profile*. Portland, OR: Portland State University.
- Curry-Stevens, A. (2012). *Fact sheets for the Asian and Pacific Islander community*. Portland, OR: Portland State University.
- Curry-Stevens, A. (2011). *Fact sheets for the Native American community*. Portland, OR: Portland State University.
- Curry-Stevens, A. (2010). *Fact sheet series on inequality*. Portland, OR: Portland State University.
- Curry-Stevens, A. (2009). *The changing fortunes of families in Multnomah County: An analysis of incomes from 1979 to 2007*. Portland, OR: Portland State University.
- Curry-Stevens, A. (2005). *Expanding the circle: People who care about racism*. Toronto: CSJ Foundation for Research and Education.
- Raphael, D. & Curry-Stevens, A. (2003). *Strengthening the social determinants of health: The Toronto Charter for a Healthy Canada*. Toronto: School of Healthy Policy and Management, York University and the Centre for Social Justice.



- Curry-Stevens, A. (2003). *An educator's guide for changing the world: Methods, models and materials for anti-oppression and social justice workshops*. Toronto: Centre for Social Justice.
- Curry-Stevens, A. (2002). Globalization and my everyday life – What can I do? In *Toward a globalization of solidarity*. Resource insert. West Palm Beach, Florida: Pax Christie USA.
- Curry-Stevens, A. (2001). *When markets fail people: Exploring the widening gap between rich and poor in Canada*. Toronto: CSJ Foundation for Research and Education.
- Curry-Stevens, A. (2001). Very little trickles down to the poor. In *Worth Repeating*, Toronto Star Editorial Page (Nov.1).
- Anderson, J. & Curry-Stevens, A. (2001). *Beyond the wealth divide*. Toronto: CSJ Foundation.
- Curry-Stevens, A. (2001). *A primer: Your tax cuts at work*. Toronto: CSJ Foundation.
- Curry-Stevens, A. (2000). Practicing radical, preparing for change. In A. Dashtgard (Ed.) *Collective memories: Report on social justice retreat 2000* (pp. 29-31). Toronto: Centre for Social Justice.
- Greene, D. & Curry-Stevens, A. (1998). *The growing gap: Facilitator's manual*. Toronto: Ontario Federation of Labour.
- Curry-Stevens, A. (1996). Economic and Political Literacy Working Group. *Hope in hard times*. Toronto: Metro Network for Social Justice (contributing author of three chapters).
- Curry, A. (Ed.) (1995). *Training intensive sourcebook: Tools for transformation*. Toronto: Echo Bay Centre.

### **Non-Refereed Print Contributions**

- 2014 *Research protocol for the study of racial disparities*. Portland, OR: Coalition of Communities of Color.
- 2008 *Communities and organizations: Assessment and planning tools*. Portland, OR. [self-published].
- 2006 The rise, fall and reconfiguration of the Canadian welfare states. *Canadian Review of Social Policy*, 56: v-vii [editorial, second author with Brigitte Kitchen].
- 2006 *Social work inquiry: A guidebook for the research process*. Toronto, ON: School of Social Work, York University [Instructor & student resource for MSW thesis].

### **Book reviews**

- 2004 *Book Review—Diane Goodman's Promoting diversity and social justice: Educating people from privileged groups*. Web published in History of Education at [http://fcis.oise.utoronto.ca/~daniel\\_schugurensky/assignment1/2000goodman.html](http://fcis.oise.utoronto.ca/~daniel_schugurensky/assignment1/2000goodman.html).

### **Academic Presentations**

#### **Invited Conference Presentations**

- 2015 The effectiveness of minority contracting initiatives. At PGE's Diversity Summit, Portland, OR. [plenary session to 1,100 attendees]
- 2014 Culturally-specific or culturally-responsive organizations...Say what? At Grantmakers of Oregon and Southwest Washington, Portland, OR. [keynote presentation]
- 2014 Understanding the assets of culturally-specific services. At Writing a New Narrative for Oregon's 3<sup>rd</sup> Graders, Oregon Education Investment Board, Seaside, OR.
- 2013 Best practices in identifying special populations within community health centers. At Quadruple Aim Spring Symposium, Oregon Primary Care Association, Portland, OR.
- 2013 Understanding and responding to refugee health in Multnomah County. At Western Regional International Health Conference, OHSU, Portland, OR.
- 2013 Racial equity in Multnomah County [panelist]. At Martin Luther King PSU Celebration, Portland, OR.

- 2012 Current racial disparities in Oregon today. At Race: Are we so different? An exhibit and community conversation about race relations in metro Portland, Portland, OR.
- 2012 Eliminating racial disparities and the achievement gap [panelist]. At Raising our hands, raising the bar: Collective action for student success, All Hands Raised Community Forum, Portland, OR.
- 2012 Lessons learned: Using research to advance racial equity in Multnomah County [keynote lecture]. At Protecting our Children, Ensuring our Future, National Indian Child Welfare Association National Conference. Phoenix, AZ.
- 2012 Anti-oppressive practice in action [keynote lecture]. At Finding our Way: Navigating Anti-Oppressive Practice in Child Welfare, Ontario Association of Children's Aid Societies. Toronto, ON.
- 2012 Lessons from the margins: Child welfare reforms for the next generation [national panelist]. At Voices to Vision: The Children's Bureau Centennial Facilitated Discussion Series "Strengthening Families & Mobilizing Communities." Blue Ribbon Panel, Children's Bureau, US Department of Health & Human Services.
- 2012 The politics and power of data: Navigating our way to health equity [invited panelist]. At Kaiser Permanente Community Fund Summit, Portland, OR.
- 2012 Social determinants of health: Solving problems in partnerships addressing social equity. At Social Determinants of Health Symposium, Portland State University.
- 2012 Navigating whiteness in the helping professions: Moving beyond cultural competency. At Theory-to-Practice Winter Division Conference, Student Affairs, Portland State University.
- 2012 Racial disparities among elders of color: Advancing reforms at the micro, mezzo & macro levels. At Aging and Disability Services Conference, Multnomah County, Portland, OR.
- 2012 The state of the Asian and Pacific Islander community. At Asian and Pacific Islanders Communities in Action! Health, Education and Civil Rights, Salem, OR.
- 2011 Supporting data-driven decisions. At Cradle-to-Career National Network Convening, Portland, OR.
- 2011 An introduction to anti-oppressive practice theory and skills for juvenile justice. At Office of Juvenile Justice and Delinquency Prevention's 2011 National Conference. National Harbor, MD. [co-presenter with Laura Nissen]
- 2010 Educational inequities facing communities of color in Multnomah County: Challenges and solutions. At 7<sup>th</sup> Annual Multicultural Symposium, Lewis & Clark University. Portland, Oregon.
- 2010 Sustainability in the era of inequality: The unsettling example in Portland. At Social Work Action Alliance's Faculty Network Meeting, CSWE. Portland, Oregon.
- 2010 Struggles & successes: Lessons learned. At Community Needs Assessment & Development Conference 2010: Shaping our Future. Portland, Oregon.
- 2009 Taking cultural competence to the next level: Anti-oppressive practice. At Reclaiming Futures Leadership Institute, From local initiative to national movement. New Orleans.
- 2008 Pedagogy for the privileged: Building theory, curriculum & critical practices. Policy panel at Canadian Race Relations Foundation, Award of Excellence Symposium, Calgary, Canada.
- 2006 When paying the bills affects health and well being: Income dimensions of the social determinants of health. At St. Joseph's Health Centre's Community Integration and Urban Health Conference, Toronto.
- 2005 Income inequality and communications strategies. At Social Determinants of Health: Beyond rhetoric and action, Community Integration and Urban Health Seminar Series, Toronto.
- 2004 Income inequality and consequences for well-being. At Toward a new paradigm in urban health: Identifying and acting upon the social determinants of health in Canada, Wellesley Urban Health Seminar Series & Lupina Foundation, Toronto.

### ***Refereed Academic Conference Presentations***

- 2015 Chronic absenteeism in Oregon: What we know and why it matters. At Conference of Oregon School Administrator's Believe and Achieve Pre-Conference, Seaside, OR. [panel presenter with Serena Stoudamire Wesley and Robin Shobe].
- 2015 Building effective partnerships with community-based non-profits to improve equity in third grade reading. At Conference of Oregon School Administrator's Believe and Achieve Conference, Seaside, OR. [panel presenter with Carmen Rubio, Karen Grey and Jesse Beason].
- 2015 Building equitable institutions in partnership with communities of color: Sharing the journey of Portland State University's collaboration with the Coalition of Communities of Color. At National Association of Diversity Officers in Higher Education Annual Conference, Washington DC.
- 2014 Building the visibility, voice and influence of communities of color: Using research to reconfigure power relationships. At Community University Victoria 2014, Beyond Engagement: Creating Integration, Innovation and Impact, Victoria, British Columbia.
- 2014 How disparities research can influence policy. At Social Determinants of Health Research into Action Symposium, Portland, OR.
- 2014 Evaluating a leadership development initiative among six communities of color: Building the evidence base of culturally-specific programming. At Society for Social Work and Research, San Antonio, Texas.
- 2013 Evaluating growth in advocacy capacity among culturally-specific organizations: A new conceptual framework. At American Public Health Association's Think Global – Act Local: Best Practices Around the World, Boston, MA.
- 2012 Introduction to anti-oppressive practice with mandated clients. At Oregon Adolescent Sex Offending Treatment Network's Annual Conference, Wilsonville, OR. [lead presenter with Nicole Lapotin].
- 2012 Anti-oppressive practice in action. At NASW–Oregon Annual Conference. Portland, OR.
- 2011 Positional privilege and social work practice: Emerging practice competencies in anti-oppressive practice. At Pedagogy of Privilege: Transformative Education, Learning, Practice & Research, Denver, CO.
- 2011 Racial disparities unmasked: Opportunities, struggles and impacts in partnered research. At International Institute on Partnerships – From Reciprocity to Collective Transformation: Achieving the Potential of Community-Campus Partnerships, Portland, OR.
- 2010 Advanced anti-oppressive practice: Moving beyond cultural competence – Advanced skills & competencies. At Joint Meeting on Adolescent Treatment Effectiveness, Baltimore, MD.
- 2010 Lessons learned: Power, privilege and oppression in community-based participatory research. At Council of Social Work Education, Portland, Oregon.
- 2010 Challenging whiteness in policy-based research practices: Learning from the Coalition of Communities of Color. At Community-Campus Partnerships for Health (CCPH), Portland, Oregon.
- 2010 Who counts? Challenging whiteness in data and decision making. At Society for Social Work and Research, San Francisco, California.
- 2009 The politics and pragmatics of pedagogy for the privileged. At Pedagogy of Privilege: Teaching, Learning and Praxis, Graduate School of Social Work, Denver, Colorado.
- 2007 Teaching advocacy: Challenges and possibilities in developing agency. At Society for Teaching and Learning in Higher Education, University of Alberta (accepted but declined).
- 2006 Supporting activist formation and transformative learning. At Whitaker field education conference: Social justice in social work education and practice: Unfolding the elsewhere and otherwise. University of Victoria, BC.
- 2006 Contesting the state – contesting activists: Critical and structural social work within social movement activism. At Structural social work: Honouring our past, considering our present, envisioning our future, Ryerson University & Carleton University, Toronto, ON.

- 2006 Anti-oppression education: A new model for transforming conflict. At Canadian Association of Schools of Social Work, Congress of the Social Sciences and Humanities, Toronto, ON.
- 2006 Understanding Canada's middle class: Avenues for a new solidarity? At How Class Works, SUNY Stony Brook, New York.
- 2006 Transforming the privileged: Contentious spiritual dimensions of educational practices. At First North American Conference on Spirituality and Social Work, Renison College, University of Waterloo.
- 2005 Building support for social justice: Perspectives from an educator. At Biennial Social Policy Conference, Canadian Council for Social Development, University of New Brunswick, Fredericton, NB.
- 2005 Pedagogy for the privileged: Transformation processes and ethical dilemmas. At Canadian Association for the Study of Adult Education, Congress of the Social Sciences and Humanities, London, Ontario.
- 2004 Historicizing and theorizing the construction of privilege: Implications for the task of dismantling privilege. At Race and Knowledge Conference, Sociology and Equity Studies, OISE/UT.
- 2004 Pedagogy of the economically privileged: Tuning in to the privileged learner. At International Transformative Learning Conference, Columbia University, New York.
- 2003 Pedagogy for the privileged: Critical junctures in reaching the privileged learner. At Lifelong Citizenship Learning, Participatory Democracy & Social Change, International Conference, Transformative Learning Centre, OISE/UT.
- 2003 Creative engagement: Conversations with people who disagree with you. At Learning and the World We Want, University of Victoria, Victoria, B.C.
- 2003 Pedagogy of the privileged: Building theory, curriculum and critical practices. At Society for Community Research and Action, 9th Biennial Conference, Division 27 of the American Psychological Association, New Mexico.
- 2003 Pedagogy for the privileged: Towards a theory of transformation. At Dean's Student Research Conference, OISE/UT.
- 2002 The use of social determinants of health in transformative education. At Social Determinants of Health across the Life-Span, York University, Toronto (poster presentation).
- 1991 Children first: A critique. At Biennial Social Policy Conference, Bishop's University (with A. Aguzzi).

### ***Invited Community Presentations (since July 2005)***

- 2015 *Learning from the public sector: How minority contracting intentions fall short and how they can be improved.* PGE Diversity Forum [keynote presentation], September 30.
- 2015 *Using data to transform policy and catalyze policy advocacy.* Leadership training for African Leadership Development Program, January 24.
- 2014 *Culturally-specific and culturally-responsive organizations: Theory, practice and research behind the movement.* Equity and Partnerships Committee, Oregon Education Investment Board, December 1.
- 2014 *Theory of change for United Way's child poverty investment.* Board training for United Way of Columbia-Willamette, October 11.
- 2014 *What risks do African youth face for gang involvement? Research and policy recommendations.* Presentation to Mayor's Office policy leads for Public Safety and Youth Violence, September 25.
- 2014 *Theory of change for the Learning Initiative.* Staff training for United Way of Columbia-Willamette, July 10.
- 2014 *Evaluation findings from the Leadership Development Initiative among six communities of color.* Leadership Partnership Program, Oregon Community Foundation, July 9.
- 2014 *Using research to influence policy, practice and wellbeing: The case of the "Unsettling Profile" series.* City making and remaking: The Portland case study, New Leadership Network Learning Journey, James Irvine Foundation, June 19.
- 2014 *An unsettling profile: The Slavic community in Multnomah County*

- Portland City Council – October 8
  - Multnomah County Commissioners – June 10
- 2014 *Training for trainers in racial disparities: Unsettling profiles*
- African Leadership Program – January 25
- 2014 *Coalition of Communities of Color’s Leadership Development Initiative*. Panelist at MLK’s Tribute, January 22.
- 2013 *Racial disparities and building efficacy for action*. Cross Cultural seminar, Metropolitan Public Defender Services, October 24.
- 2013 *An unsettling profile: The African immigrant and refugee committee in Multnomah County*
- Portland City Council – October 16
  - Multnomah County Commissioners – September 10
- 2013 *Engaging allies: Effective cross-cultural coalition building*. Panelist at Organizing Cross-Cultural Coalitions, Northwest Area Foundation, September 6.
- 2013 *Mental health disparities and beyond: Awareness and action options in Oregon*. Annual Retreat of the Oregon Psychological Association’s Diversity Committee, June 21.
- 2013 *Community-responsive research and racial equity: The case of Portland State University*. School of Social Transformation, Arizona State University, March 22.
- 2013 *A research journey of significance: The impacts of partnered research on racial disparities and the ripple effects for PSU*. President’s Umbrella Tour, February 26.
- 2013 *Racial disparities in Multnomah County*. Bureau of Environmental Services, City of Portland, February 21.
- 2013 *Racial disparities in education: Issues and priorities*. Oregon Educational Investment Board, Equity and Partnerships Subcommittee, January 8.
- 2012 *Convocation Speaker*, MSW Convocation Ceremony, Portland State University, June 16. [elected role]
- 2012 *Research for racial equity and social change* [keynote speaker]. President’s Diversity Awards Event. Portland State University, May 9.
- 2012 Favorite Faculty Lecture: *Racial disparities in Multnomah County – Moving beyond cultural competency and white ally solutions*. Portland State University, January 19.
- 2012 *Research for change: The impact of “Who Counts” on racial equity in Multnomah County*. Kaiser Grantee Summit, Northwest Health Foundation, May 21.
- 2012 *Racial equity and culturally-relevant research practices*. Race, Ethnicity and Language Data Leadership Group, Office of Equity and Inclusion, Oregon Health Authority, August 1.
- 2012 *An unsettling profile: The Asian and Pacific Islander community in Multnomah County*
- Asian & Pacific Islander Leadership Development Program – June 30
  - Asian & Pacific American Compass, KBOO Radio – April 6
  - Portland City Council – February 29
  - Asian Family Services – February 14
- 2012 *An unsettling profile: The Native American community in Multnomah County*
- Portland Public School Board of Education – May 2
  - Indigenous Nations Studies, Portland State University – March 15
  - School of Social Work, Culture and Conversations Series – February 22
  - Portland City Council – February 1
  - Multnomah County Commissioners – February 9
- 2012 *An unsettling profile: The Latino Community in Multnomah County*
- Reynolds School District – October 24
  - Portland City Council – March 14
  - Multnomah County Commissioners – February 23

- 2012 *Training for trainers in racial disparities: Unsettling profiles*
- Asian Family Center & Asian Pacific Islander Network of Oregon – October 1 & October 8
- 2011 *Training for trainers in racial disparities: Unsettling profiles*
- Portland Indian Leaders Roundtable – November 7
  - Native American Youth and Family Center – May 19 & May June 6
- 2011 *Explaining the promise of culturally-specific services*
- United Way of the Columbia-Willamette, Vision Council – March 17
  - Gathering of funders through NW Health Foundation – May 3
  - Gathering of funders through NW Health Foundation – May 5
  - Gathering of funders through Grantmakers of Oregon and Southwest Washington – July 25
- 2011 *Racial disparities across Oregon: Communities of color need your support.* At NASW Oregon Legislative Day of Action, March 2011.
- 2011 *Advancing racial equity at Legacy Health Center: Knowing the context and possibilities for action.* At Legacy Health Social Services Education Series, March 2011.
- 2011 *Advancing research reforms: Introducing the Coalition of Communities of Color’s Research Protocol*
- Senior Research Team, Department of County Human Services, Multnomah County (April 15)
- 2011 *An unsettling profile: Communities of Color in Multnomah County.* Report on research findings and recommendations from the CBPR research partnership between PSU and the Coalition of Communities of Color
- Beaverton Human Rights Commission – November 2
  - East County Caring Community – June 2 (Latino Report)
  - Coordinating Committee to End Homelessness – June 15
  - State Board of Higher Education, Oregon – June 3
  - PSU Gathering with Assistant Secretary John Trasviña, U.S. Department of Housing and Urban Development – April 21
  - Ohio State University, MSW Program, visiting service workers – March 14
  - Portland Public Schools Board of Education – February 28
  - Multnomah County Domestic Violence Coordinating Office – February 15
- 2010 *An unsettling profile: Communities of Color in Multnomah County.* Report on research findings and recommendations from the CBPR research partnership between PSU and the Coalition of Communities of Color
- Multnomah County Commissioners – March 16
  - Tri-County Domestic Violence Network – April 1
  - City of Portland’s Human Rights Committee – April 7
  - City of Portland Councilors – May 6
  - Oregonian Editorial Board – May 11
  - Voices from the Edge, KBOO Radio – May 13
  - Thinking Out Loud, Oregon Public Broadcasting – May 17
  - Leader’s Roundtable – May 25
  - Multnomah County Commission on Children, Families & Communities – May 25
  - East County Caring Community – June 3
  - Oregon Coalition Against Domestic and Sexual Violence – July 13
  - Oregon’s Department of Human Services, Multnomah County – July 19
  - Upstream Public Health – August 5
  - Work Systems, Inc. – August 6
  - Department of County Human Services, Multnomah County – September 21
  - Board of Directors, Housing Authority of Portland – September 21
  - Mount Hood Community College – October 1
  - United Way of the Columbia-Willamette, Vision Council – October 27
  - National Association of Social Workers, Oregon Chapter – November 20
  - Defending Childhood Initiative, OJJDP National Evaluators – December 8

- 2010 *Intersections in community-based participatory research: Advocacy and positional privilege.* At Examining our Work: Community-Engaged Research at Portland State University.
- 2010 *Implementing anti-oppressive practice.* 7-part webinar training delivered to Reclaiming Futures constituents. Delivered April through June 2010.
- 2010 *Introducing anti-oppressive practice: Taking cultural competency to the next level.* To two constituency groups within Reclaiming Futures (treatment coordinators & juvenile justice partners).
- 2009 *Introducing anti-oppressive practice: Taking cultural competency to the next level.* To two constituency groups within Reclaiming Futures (judges & project coordinators).
- 2009 *Exploring anti-oppressive practice basics.* To Reclaiming Futures & Robert Wood Johnson constituents. Webinars delivered on September 9 & November 3, 2009
- 2009 *Who Counts? Understanding culturally-sensitive data methods & findings.* Presentation to the County Board of Commissioners, Multnomah County (March 2009)
- 2008 *Poverty, financial disparities & policy recommendations.* Presentation to the Multnomah Commission on Children, Families and Communities (September 2008)
- 2007 *Walking the talk: Canadian examples of social justice practice.* Presentation to Social Welfare Action Alliance (November 2007).
- 2006 *An introduction to anti-oppression perspectives and its influence on poverty law.* Presentation to Osgoode Hall's Poverty Law Intensive Program (August 2006).
- 2006 *An introduction to facilitation.* Training delivered to the Centre for Social Justice's Students for Social Justice education project (August 2006).
- 2005 *An introduction to anti-oppression perspectives and its influence on poverty law.* Presentation to Osgoode Hall's Poverty Law Intensive Program (August 2005).

### **Guest Academic Lectures (since July 2005)**

- 2014 *The politics of data and systems reform efforts to improve accuracy of understanding communities of color.* Presentation at University of Washington, Educational Leadership and Policy Studies, EdD course (January 17).
- 2013 *The policy platform of the Unsettling Profiles: Recommendations, contentions and impacts.* Presentation at Portland State University, University Studies, Coalition of Communities of Color Capstone (May 15).
- 2011 *Anti-Oppressive Practice in Research: Challenging power, racial disparities and whiteness.* Presentation at Portland State University, PhD course, Introduction to Qualitative Research Methods in Social Work (February 28, 2011).
- 2011 *Leadership, race and positional privilege: Research with the Coalition of Communities of Color.* Presentation at Portland State University, MSW course, Theories of Leadership and Organizational Change (February 7).
- 2010 *Assessing the impact of research and policy advocacy: The work of the Coalition of Communities of Color.* Presentation at Portland State University, MPH course for Dr. Larry Wallach (November 4).
- 2010 *Canadian health policy: Reflections on US challenges in building the public option.* Presentation at Portland State University, MSW course, Health Care Policy and Programs (May 4).
- 2010 *Research for social change: Introducing a CBPR project with the Coalition of Communities of Color.* Presentation at Portland State University, Ph.D. Doctoral Seminar (February 9).
- 2008 *Working strategically as a white ally for effective anti-racist organizational change.* Presentation at Portland State University, MSW course, Advanced Practice in Social Service Administration and Leadership (November 5).
- 2008 *Research agenda & dissertation: Pedagogy for the privileged.* Presentation at Portland State University. Ph.D. Doctoral Seminar (March 4).
- 2008 *Canadian health policy: Achievements and ongoing issues.* Presentation at Portland State University, MSW course, Health Care Policy and Programs (March 8).

- 2007 *Being a white ally in anti-racist organizational change: Ethics & responsibilities.* Presentation at Portland State University, MSW course, Advanced Practice in Social Service Administration and Leadership (November 7).
- 2006 *Activist campaigns and organizing strategies.* Presentation at University of Toronto, MSW course, Social Work Practice with Organizations and Communities (November 13).
- 2006 *Group work in social action settings.* Presentation at University of Toronto, MSW Group Work course with Dr. Wes Shera (March 14).
- 2005 *Thesis reflections and applying for successful SSHRC applications.* Presentation at University of Toronto Ph.D. Thesis Preparation Course with Dr. Jack Quarter (November 9 and 10).
- 2005 *Civic virtues and citizenship learning.* Presentation at University of Toronto Ph.D. course in Participatory Democracy and Citizenship Learning with Dr. Daniel Schugurensky (November 24).
- 2005 *Pedagogy for the privileged: Comparing transformative education with popular education.* Presentation at University of Toronto Ph.D. course in Popular Education with Dr. Daniel Schugurensky (November 24).

### **Awards**

- 2015 PSU's nominee for The Thomas Ehrlich Civically Engaged Faculty Award
- 2013 Honor Recipient, Native American Youth and Family Center (no cash value)
- 2013 Dean's Fellowship, Portland State University (\$4000)
- 2012 Global Excellence Award, President's Diversity Awards, Portland State University (no cash value)
- 2011 Excellence in Community-Based Research, Civic Engagement Awards, Portland State University (\$250)
- 2011 Honor Recipient, Native American Youth and Family Center (no cash value)
- 2005 Academic Excellence, Ontario Institute for Studies in Education, University of Toronto (\$2,000)
- 2004 Social Sciences and Humanities Research Council Doctoral Award, Government of Canada (\$20,000)
- 2003 Ontario Graduate Scholarship awarded by the Ministry of Training, Colleges and Universities (\$18,000)
- 2002 OISE/UT Academic Scholarship awarded by the Department of Adult Education (\$5,000)
- 1997 The Grier Award in Educational Excellence awarded by the Ontario Teachers' Federation (no cash value)

### **Field Education (Social Work)**

- 2010–12** **Trainer**, School of Social Work, Portland State University. Design and delivery of 3-hour trainings for Field Instructors in Medford, Portland & Salem in the following areas:
- An Introduction to Anti-Opressive Social Work Practice (3)
  - Undoing Institutional Racism (1)
  - Critical Social Work Practice (1)
- 2007 –** **Faculty Advisor**, School of Social Work, Portland State University. Support the field placement experience of students at the MSW level.
- 2006** **Acting Director of Field Education**, School of Social Work, York University. By appointment, responsible for the oversight and support of three field placement staff, and four part-time course instructors in their placement and supervision for a total of 300 social work students. Orient and support fifteen faculty members in their faculty advising roles with students. Also responsible for policy development within field education both in social work and more broadly at York University.
- 2005–07** **Faculty Advisor**, School of Social Work, York University. Support the field placement experience for a total of 30 students at BSW & MSW levels.



**1992-96  
& 1999-02**

**Field Placement Supervisor**, Faculties of Social Work, University of Toronto and Ryerson University.  
Supervised a total of 11 students, mostly at MSW level.

## **Funded Research**

### **2015**

- Director, Center for Community-Responsive Research to Advance Racial Equity. Funding of \$36,800 raised from the following sources:
  - Immigrant and Refugee Community Organization for \$6,000 for a community needs assessment on the maternal and child health of the Slavic community.
  - Immigrant and Refugee Community Organization for \$5,000 for a community needs assessment of the health and wellbeing challenges facing African women and children.
  - New Portlanders Policy Council for \$2,000 contribution to support the completion of a study of priority newcomer settlement success and challenges.
  - Graduate Research Assistant, Associate Dean of Research Office for \$20,800 for 0.5 GRA
  - Center for Diversity and the Environment for \$3,000 to conduct an evaluation research study of the outcomes and impacts of its leadership development programs.

### **2014**

- Co-Principal Investigator, Oregon Chronic Absenteeism Study. Funding of \$140,000 from Oregon Educational Investment Board.
- Principal Investigator, “Organizational contributions to racial equity: How do assessments and action plans improve outcomes for communities of color?” Funding of \$14,968 from Faculty Enhancement Grant, PSU.
- Director, Center for Community-Responsive Research to Advance Racial Equity. Funding of \$45,000 raised from the following sources:
  - Oregon Educational Investment Board for \$8,000 to conduct a survey and interviews with certified teachers of color who are not presently employed with public school districts in Oregon. Extended study of \$4,000 to further explore the narratives of experiences in unsuccessful hiring.
  - Multnomah County for \$5,000 to support research study on racial disparities in education, disaggregated by race and income, with focus on statewide comparisons of selected school districts in Oregon.
  - Pacific Power Foundation for \$7,000 to support a research study of educational disparities facing students of color, and disaggregating these data furthermore by income to assess the relative impact on disparities of both race and income, called “Students of color in Multnomah County: Exploring how affluence affects outcomes”
  - Nature in Neighborhoods for \$2,500 to provide culturally-specific research to strengthen the Coalition of Communities of Color’s entry into the local environmental advocacy arena.
  - Oregon Food Bank for \$2,500 to support research into barriers and solutions for increasing food bank access for the Asian community
  - Multnomah County for \$4,400 to support research identifying needs and intervention priorities for African youth at risk of involvement in gang violence
  - Graduate Research Assistant, Associate Dean of Research Office for \$15,600 for 0.25 GRA
- Principal Investigator, Case Study of the Partnership between the Coalition of Communities of Color and Portland Public Schools. Funded by Kaiser Permanente Community Fund as part of a larger grant to the CCC to advance educational equity. Value of \$10,000.
- Recipient, Professional Travel Grant, Portland State University, to present at Beyond Engagement: Creating Integration, Innovation and Impact, Victoria, British Columbia. Value of \$1,261.

### **2013**

- Director, Center for Community-Responsive Research to Advance Racial Equity. Funding of \$32,950 raised from the following sources:
  - Pacific Power Foundation for \$7,000 to support establishing a research protocol for the delivery of “culturally-responsive services”
  - Northwest Health Foundation for \$5,000 to support research stipends

- Multnomah County Chair's Office for \$1,500 to support research with new immigrants & refugees
- Dean's Fellowship, Portland State University for \$4,000 to finance one course buyout
- Stoll Dean's Excellence Fund, Portland State University for \$10,000 to support research stipends
- Global Diversity and Inclusion Office, Portland State University for \$10,000 to support research stipends
- Graduate Research Assistant, Associate Dean of Research Office for \$10,450 for 0.25 GRA

## 2012

- Researcher, Eliminating Disparities in Child and Youth Success Collaborative with the Coalition of Communities of Color. Partnership with all six school boards in Multnomah County implemented a collective impact effort to advance racial equity in the region. Research role includes liaison with Data Team, conducted literature review that identified promising practices for disparity reduction and evaluation. Funding of \$265,000 raised to date from Kaiser Permanente Community Fund, Northwest Area Foundation, United Way, and PGE Foundation.
- Consultant, Measuring Demographics of Communities Served by Metro's Resource Conservation and Recycling (RCR) Division. Developed two products: a replicable approach for identifying the demographics of communities served and not served by the RCR, and a report on the demographics of communities served by RCR. Project awarded to PSU's Survey Research Lab for \$50,000.

## 2011

- Technical Assistant & Evaluator, Moving from Intentions to Outcomes: Infrastructures to Fortify Disparity Reduction. The CBPR research project transitioned into institutional advocacy and I provided research and dissemination advice, advocacy assistance and led the evaluation.
  - Funding of \$200,000 from Kaiser Permanente Community Fund (January 2011 to December 2013)
- Faculty Enhancement Grant, Portland State University. This grant supported the development of a community social work practice book, incorporating case studies through which to teach community practice to MSW students. Value of \$10,234.
- Dissemination Support, United Way of Columbia and the Willamette. This grant supported the translation and printing of the community-specific research reports from the CBPR research project with the Coalition of Communities of Color. Value of \$12,500.

## 2010

- Community-Engaged Scholars Program, Center for Academic Excellence, Portland State University, to develop a case study of "Who Counts? CBPR research project" for text on community research. Value of \$1,500.
- Center for Academic Excellence, Academic Innovation Mini-Grant in Hybrid Course Development. Value of \$1,500.
- Recipient, Professional Travel Grant, Portland State University, to present at the Joint Meeting on Adolescent Treatment Effectiveness. Value of \$443.
- Recipient, Professional Travel Grant, Portland State University, to present at the Society for Social Work and Research conference. Value of \$1,120.
- On behalf of the Coalition of Communities of Color, sought and secured \$61,760 for member organizations to develop outreach materials for efforts to increase participation within communities of color, as part of the "hard to count" initiative of the Census Bureau. The specific mini-grants are: Africa House (\$6,750), Self-Enhancement, Inc. (\$6,190), Urban League (\$6,190), Asian Family Center (\$8,820), Immigrant and Refugee Community Organization (\$5,070), El Programa Hispano (\$16,040) and Native American Youth & Family Association (\$12,700)

## 2009

- Faculty Enhancement Grant, Portland State University. This grant was secured for the Who Counts? Communities of Color Research Project. Value of \$9,408.
- Recipient, Professional Travel Grant, Portland State University, to present at Pedagogy of Privilege conference. Value of \$648.

## 2008

- Principal Investigator, Who Counts? Communities of Color Research Project. Project involved building community-academic partnership, working with existing studies, census data, administrative data, and collecting new data. The data will inform the Coalition's advocacy work with policy and planning administrators to improve decision-making in 6 communities of color.
  - Funding for \$100,000 from Multnomah County (July 2008 to June 2009)
  - Funding for \$50,000 from City of Portland (December 2008 to December 2009)
  - Funding for \$180,000 from NW Health Foundation (January 2009 to January 2012)

- Center for Academic Excellence, Academic Innovation Mini-Grant in Academic Portfolio Development. Value of \$500.

## **2007**

- Commissioned paper on disproportionality in the child welfare system, documenting institutional change processes used to promote anti-racist organizational change. Funded through the Child Welfare Partnership. Value of \$4950.

## **2005/2007**

- Lead researcher of policy research into Canada's middle class, conducting secondary analysis of Statistics Canada databases on income, expenditures, wealth and employment. Also involved microfile data customized data extractions. The second phase of the research involved qualitative research with families of color. The data findings resulted in a publication in the International Journal of Social Welfare. Five graduate assistants were provided by the university to support the project. Value of \$17,500.

## **2004/2005**

- SSHRC Doctoral Award for dissertation research on "Pedagogy for the privileged: Building theory, curriculum and critical practices." (Value of \$20,000/year; claimed for 2 years)
- Graduate Assistance Award, University of Toronto. With Dr. Daniel Schugurensky, explore & document avenues to build consensus and influence regarding significant policy issues, titled "Communicating across ideological differences: Theory and practice." Value of \$4,700.

## **2003/2004**

- Lead researcher, Centre for Social Justice, on grant awarded by City of Toronto, Access and Equity Department for the research and publication of a popular resource designed to promote racial equity: "Equity through reaching white allies" (value of \$5,000). Also recruited three labour unions to contribute to the project: two national unions each gave \$1,000 to the project, Communications, Energy and Paperworkers Union of Canada (CEP) and Canadian Union of Postal Workers (CUPW) and the Ontario Public Service Employees Union printed the resource. CEP also paid for the translation into French.

## **2002/2003**

- Research Project Coordinator, School of Health Policy and Management, York University with Dr. Dennis Raphael for Health Canada's Health Policy Research Program (May 2002 to March 2003), titled "Social determinants of health across the lifespan." Value of \$147,933.
- Research Project Coordinator (as above). Additionally funded by Canadian Institutes of Health Research. Value of \$10,000.
- Research Assistant, School of Social Work, Wilfrid Laurier University with Dr. Lea Caragata for SSHRC Initiatives in the New Economy Project, CURA development (April to August), titled "Single parents & the meaning of work: Understanding the labour market & exclusion in the new economy." Value of \$24,500.

## **2002/2003**

- Lead researcher, Centre for Social Justice, on grant awarded by City of Toronto, Access and Equity Department for the research and publication of an educator's resource manual to deliver anti-oppression workshops and provide resources for the delivery of workshops focused on the racialized dimensions of economic inequality. Value of \$5,000.

## **1999/2000**

- Atkinson Charitable Foundation – for research and education into the status of the growing gap in Canada (\$200,000/year for 3 years). Awarded to the Centre for Social Justice, where I was the executive manager and director of research. Supervised administration of the grant, evaluation, researchers & research partnerships (in Vancouver, Edmonton and Halifax). Lead researcher in Year 3 of this grant.

## **1996/1997**

- Multiculturalism Canada – for research and development of workshops to facilitate the skills development of social movement activists across various sectors. Value of \$10,000.

## **Grants under Review**

- To W.T. Grant Foundation, for \$610,858 for the project, “How school settings prevent children’s chronic absenteeism” [role – Advisor]
- To Oregon’s Department of Human Services with IRCO – evaluation of citizenship program [role – Evaluator for subcontract of \$5,000].

### **Research Undertaken without Supplemental Funding**

#### **2010/12**

- Role: Co-Principal Investigator for “Applying an anti-oppressive practice framework to youth services reform in Reclaiming Futures: Evaluation of an online and webinar-based training curriculum for a national initiative” (with Dr. Laura Nissen)

#### **2009/10**

- Role: Principal Investigator for policy research into the growing gap between rich and poor in Multnomah County between 1979 to 2007.

#### **1992/3**

- YWCA of Metro Toronto – participatory action research project where women collected their insights on how men’s behavior could be changed to increase women’s safety. Collaborative writing with participants and networked with men’s anti-violence movement to disseminate recommendations. Conducted on staff time without supplemental funding.

### **Academic Service**

- 2014 – Member/Lead, Equity Lens Team, Strategic Planning, Portland State University**
- 2015 – Member, Ad Hoc Development Team, Institute for Nonprofit Management, PSU**
- 2014 – Member, Portland State University Partnership Council**
- 2014 – Lead Instructor, Advanced Community Practice and Lead Instructor, Advocacy and Empowerment**
- 2015 Member, School of Social Work’s Strategic Planning Committee, PSU**
- 2014 – Reviewer, Progress in Community Health Partnerships: Research, Education, and Action**
- 2009–13 Member, Curriculum Committee, PSU**
- 2012–13 Member, Educational Policy Committee, Faculty Senate, PSU**
- 2011–12 Member, Committee on Committees, Faculty Senate, PSU**
- 2009–12 Member, Faculty Senate, PSU**
- 2012 Reviewer, Civic Engagement Awards Nominees, PSU**
- 2012 Trainer, School of Social Work, Field Instructor Development, PSU**
- 2013 – Reviewer, Reflections: Narratives of Professional Helping**
- 2012 – Reviewer, Journal of Social Work**
- 2008 – Reviewer, Journal of Transformative Education**
- 2011–12 Member, Hiring Committee, Scholar in the Social Determinants of Health, School of Social Work, PSU**
- 2010–12 Member, Social Justice, Diversity & Inclusion Committee, PSU**
- 2012 Lead Organizer, “Voices on the Ground: Stories of Creative Practices in Social Work” Conference, School of Social Work, PSU**

- 2011**      **Lead Organizer, “Protecting the Safety Net, Building Community Power: Innovations in Community, Organizational and Policy Practice” Conference, School of Social Work**  
Led the creation of a conference to showcase practice innovations in community, organizational and policy practice in Oregon, partnering with NASW-Oregon and the Social Welfare Action Alliance.
- 2010**      **Organizer, Community Based Practice Mini-Conference, School of Social Work, PSU**  
Developed first annual student conference to showcase CBP student achievements and build CBP community through inviting incoming students, field instructors, faculty and community partners.
- 2008–10**      **Chair (2009-10) & Member (2008-09), Faculty Affairs Committee, PSU**
- 2008–09**      **Member, Ad hoc Committee (Racism, Oppression & Organizational Change), PSU**
- 2007–09**      **Member, Tenure, Promotion and Merit Committee, PSU**  
Graduate School of Social Work, Portland State University
- 2008**      **Evaluator, Research Grant Applications**  
Social Sciences and Humanities Research Council of Canada
- 2002 – 2009**      **Reviewer, Canadian Review of Social Policy**
- 2002–07**      **Member, Editorial Board**  
Canadian Review of Social Policy
- Co-Editor of special 25<sup>th</sup> Anniversary Edition.
  - Reviewed submissions, including liaison with authors through revision process.
  - Strategic planning and vision development
- 2006**      **Acting Director of Field Education**  
School of Social Work, York University
- 2006–07**      **Chair (2006) & Member (2007), Practicum Committee**  
School of Social Work, York University
- 2005–07**      **Member, Undergraduate Committee**  
School of Social Work, York University
- 2005–07**      **Member, Undergraduate Admissions Committee**  
School of Social Work, York University
- 2005–07**      **Ontario Graduate Studies Grant Review Panel Member**  
School of Graduate Studies, York University
- Annually reviewed 80 Ph.D. & MSW files for funding
  - Collaborated with 2 panel members in awarding 20 scholarships valued at \$15,000.
- 2003**      **Guest Co-Editor**  
**Journal of Transformative Education**

### **Community Service**

- 2014 –**      **Member, Race, Ethnicity, Language and Disability Planning and Analysis Steering Committee, Oregon Departments of Health and Human Services**  
Conduct a current state analysis of the Departments’ implementation of new race, language and disability identifiers in data systems and prioritizing strategies for implementation of House Bill 2134.
- 2013-14**      **Member, Eliminating Disparities in Child and Youth Success Collaborative, All Hands Raised**  
Provide research and policy advice on options to reduce racial disparities in education facing youth and children of color in Multnomah County, and to provide overall advice to the data dimension of tracking progress of students, including early learning and post-secondary tracking.

- 2013**            **Member, Rules Advisory Committee, House Bill 2134**  
Provide technical advice on measures to develop uniform standards for the collection of race, ethnicity, preferred written and oral languages, and disability status data.
- 2013**            **Member, Tracking Oregon’s Progress Indicators Advisory Group, Oregon Community Foundation**
- 2013**            **Member, Assessment Development Committee on Racial Equity, Eliminating Disparities Collaborative Subcommittee, All Hands Raised**  
Develop, pilot test and revise an assessment tool for Cradle-to-Career partners to use in assessing organizational status in integrating racial equity in internal and external practices and outcomes.
- 2011 –**            **Member, Data Advisory Team, Cradle-to-Career Initiative, All Hands Raised**  
Team provides professional guidance on data indicators, revisions to the community report card, and guidance for data support to the community engagement, and student success network teams.
- 2012-13**        **Member, Delphi Team, Office of Equity and Inclusion, Oregon Health Authority**  
Provide leadership to the Community Expert Panel who are charged with developing a policy platform to advance health equity, and guide the advocacy work of the Office of Equity and Inclusion.
- 2012-13**        **Member, Equity Workgroup, SUN Coordinating Council, Multnomah County**  
Provide advice to Coordinating Council on the effective integration of race in the selection and prioritizing of SUN community schools that invest in poverty reduction programming.
- 2011 & 2012**    **Guest Lecturer, PSU Summer Institute on Ethics and Social Responsibility for Leaders**  
Lectures on Leadership and Diversity for 2011 Cohort.
- 2011**            **Presenter & Mentor, Familias en Accione Conference, Portland**  
Mentored two students in the development and facilitation of a workshop on bullying prevention in the Latino community for annual conference with local culturally-specific organization.
- 2010**            **Research Consultant, Center for Intercultural Organizing**  
Provided research advice to a funded research project by CIO to document disparities facing immigrants and refugees in the City of Beaverton.
- 2010 & 2011**    **Host, NAYA Family Services Fundraising Luncheon**  
At the request of the Executive Director, recruited and hosted a table at their fundraising event inviting faculty members to participate and donate to the organization.
- 2009–10**        **Member, Full Count Committee**  
**Member, Media Sub-Committee**  
Multnomah County & City of Portland’s Census 2010 implementation initiative sought to improve turnout of respondents. This Committee developed action plans to increase response rates from undercounted communities, particularly communities of color.
- 2009–11**        **Member, Women for Change Task Force**  
Children First for Oregon  
Sought to increase membership in the Women for Change Network and determine advocacy and educational activities in which members could participate.
- 2008**            **Member, Financial Equity Study Group**  
Multnomah County Commission on Children, Families & Community  
This project aimed to catalyze an expanded dialogue about taxation in the County, but closed after staffing changes at the County.
- 2006 & 07**      **Judge, Social Justice Awards**  
Reviewed approx. 40 nomination packages, and facilitated judging process to build consensus for five award winners in the Toronto area.
- 2002-05**        **Member, Transformative Learning Centre**  
OISE/University of Toronto  
Supported the development of annual conferences, journals, edited collections and roundtables designed to advance the concept of transformative learning and debates about its role in society.

- 1997-99 Board Member & Anti-Oppression Committee Member**  
 Women’s Resources of Victoria County  
 Responsible for financial and human resources oversight, policy development (anti-oppression & anti-discrimination policies), and strategic planning.
- 1992-97 Member, Steering Committee**  
 Metro Network for Social Justice  
 Responsible to the membership for the operations of the MNSJ, strategic planning and program planning.
- 1992-95 Member, Credit Committee**  
 Bread and Roses Credit Union  
 Responsible for reviewing business loans applications and supporting business development.
- 1993 Adjudicator, Grant Applications**  
 Toronto Community Economic Development (CED) Project  
 Reviewed approx. 50 applications for a small grants project designed to develop CED in Toronto.

**Graduate Student Supervision (since July 2005)**

***Ph.D. External Examiner***

- 2011 Anita Nowak – Introducing a pedagogy of empathic action as informed by social entrepreneurs.  
 Department of Integrated Studies in Education, McGill University, Canada

***Ph.D. Supervision, Chair***

- 2008–12 Christie Halvor – Teaching political advocacy to undergraduate social work students

***Ph.D. Committee, Member***

- 2009–11 Don Schweitzer – Runaway and homeless youth voice: Effective program practices

***Ph.D. Comprehensives Committee, Chair***

- 2015 – Rekah Strong

***Ph.D. Comprehensives Committee, Member***

- 2013 – Analucia Lopezrevoredo

***Ph.D. Advisory Committee, Member***

- 2011 – Steve Kalb

***Research Practicum, Supervisor***

- 2012-13 Analysis of Achievement Gap in Education by Race and Language, PhD with Ryan Bender

***Graduate Research Assistants***

- 2014-15 Anne Sinkey – Research support for three research studies: Minority Teachers, New Portlanders’ Policy Council and Education disaggregated by race and income (for CARE)  
 John Ette – Preparing chapters for New Portlanders’ Policy Council research report (for CARE)  
 Analucia Lopezrevoredo – Research support for OEIB study of Minority Teachers (for CARE)
- 2012-13 Dana Peters – Environmental scans, literature reviews & development (for CARE)
- 2006-07 Dalon Taylor – Qualitative research interviews and preliminary data analysis
- 2006-07 Christine Hobson – Communications on national study of the middle class
- 2005-06 Bobby Kaur – Grant writing assistance and literature reviews

***Research Assistants***

- 2013 – Marie Elena Reyes – organizational support, assorted research projects including literature review for “Protocol for Culturally-Responsive Services,” IRCO studies on African and Slavic communities and the New Portlanders research study (for CARE)
- 2008–10 Amanda Cross-Hemmer – Literature review, focus groups and data analysis

2010	Ruben Garcia – Survey data collection and analysis (Bridges to Baccalaureate Program)
2009	Malik Bell – Outreach, data analysis, communications, mentoring program and focus groups
2009–10	Thuan Duong – Focus groups, data analysis and grant writing
2005–06	Jorge Sousa (Ph.D.) – Customized data runs on national databases with Statistics Canada

***Graduate Supervision – Master’s Thesis (equivalent)***

2011–12	Erin Stack, Applied Community and Social Psychology, PSU – CBPR study on violence within disability community
2006-07	Ten MSW students completed original research on the following topics: <ul style="list-style-type: none"> <li>▪ Critical discourse analysis of the construct &amp; utilization of “neo-liberalism” in social policy discourse</li> <li>▪ Ethics in end-of-life decision making</li> <li>▪ Institutional ethnography of the Bill of Rights for consumers of psychiatric services</li> <li>▪ Intersecting ideologies as they influence the homeless</li> <li>▪ Homophobia and heterosexism in schools of social work</li> <li>▪ Child welfare responses to mental illness in mothers</li> <li>▪ Health care adequacy among de-institutionalized adults</li> <li>▪ Mental health literacy among average Canadians</li> <li>▪ Child welfare workers &amp; stress: A structural critique of a “private trouble”</li> <li>▪ Transitions from welfare to work</li> </ul>
2005-06	Eight MSW students completed original research, with topics including: <ul style="list-style-type: none"> <li>▪ Violence against women: Understanding the decision to leave</li> <li>▪ Program evaluation of kinship care training program</li> <li>▪ Program evaluation of parent education programs within sex offender treatment</li> <li>▪ Intersections of child welfare and domestic violence: Assessing the demographics to predict repeat entry clients</li> <li>▪ Narrative practitioners: Experiences of transformation, power &amp; privilege</li> <li>▪ Cognitive behavioural therapy with “resistant” adolescents through the lens of critical social work</li> <li>▪ Victim perspectives in a victim-offender reconciliation program</li> <li>▪ Consumer-survivor satisfaction with community support services</li> </ul>

**Academic Teaching**

***Graduate Teaching***

Portland State University, School of Social Work

SW 510 3.0	Racial Disparities: Analysis and Action for Social Workers
SW 633 3.0	Qualitative Research (PhD course)
SW 510 3.0	Advanced Anti-Oppressive Practice
SW 525 3.0	Poverty: Policies and Programs (hybrid course)
SW 539 3.0	Social Justice in Social Work (regular and online)



SW 535 3.0	Advanced Community Based Practice I – Building Partnerships
SW 536 3.0	Advanced Community Based Practice II – Assessment & Intervention
SW 537 3.0	Advanced Community Based Practice III – Evaluation & Analysis
SW 530 3.0	Generalist Practice I
SW 531 4.0	Generalist Practice II
SW 532 4.0	Generalist Practice III

York University, School of Social Work

SOWK 5100 3.0	Graduate Research Seminar
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University of Toronto, Faculty of Social Work

SWK 4654	Social Work Practice with Organizations & Communities
SWK 4120	Social Policy in the Canadian Context (online course)

***Undergraduate Teaching***

York University, School of Social Work

SOWK 4220	Community Social Work (online course in 2009 through 2013; traditional in 2008)
SOWK 4140	Social Advocacy
SOWK 4020	Issues in the Study of the Welfare State: Power, Organization and Bureaucracy
SOWK 4000	Field Supervision Seminar
SOWK 3110	Policy Frameworks
SOWK 2030	Critical Perspectives on Society
SOWK 1010	Critical Foundations in Social Work

Ryerson University, School of Social Work

SWP 013 6.0	Foundations of Social Work
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***College Teaching***

George Brown College, Community Worker Program

CWRK 2019	Canadian Social Policy
CWRK 1001	Introduction to Community Work
CWRK 1009	Group Dynamics
CWRK 1008	Interpersonal Communications

***Independent Reading Course Supervision***

Portland State University, School of Social Work

- Critical Race Theory Research Methodologies, PhD with Analucia Lopezrevoredo
- Research-Based Advanced Anti-Oppression Practice Course Design, MSW with Sarah Doherty
- Evidence-Based Practice/Practice-Based Evidence in Culturally-Specific Services, MSW with Alison Dunfee
- Consumer-Driven Project Evaluation, MSW with Mae Wilson

York University, School of Social Work

Mental Health and the Anti-Psychiatry Movement, BSW with Melissa Monteith  
Community Organizing with Marginalized Women, MSW with Zenia Castanos  
Social Advocacy & Understanding Conditions for “Success,” MSW with Jonah Schein  
Economic Inequality & Canada’s Middle Class, BSW with Dalon Taylor

### **Academic Course Development**

New course design	Community and Organizational Research (2014) Advocacy and Empowerment (2013-14) Racial Disparities: Analysis & Action for Social Workers (2013) Advanced Anti-Oppressive Practice (2010) Social Advocacy (2006) Critical Whiteness & Anti-Racism Studies (2006/07) Experiential Education in Social Work (2006/07)
Major course review	Practice and Leadership with Communities and Organizations (2013-14) Multicultural Social Justice in Social Work (2014) Social Policy in the Canadian Context (2011) Advanced Community-Based Practice I, II and III (2008) Community Social Work (2008) Critical Foundations in Social Work (2005) Canadian Social Policy (2004)
New module development	Issues in the Study of the Welfare State: Power, Organization & Bureaucracy (2005) Advanced Community Based Practice (2008)