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### **Areas of Specialty**

- Racial Equity Training, Facilitation, Consulting and Technical Assistance
- Criminal Justice Reform
- Service Integration and Wrap Around Supports
- Community Building and Partnerships
- Child Welfare, Juvenile Justice and Education

### **Education**

#### **Master of Education Administration**

*University Missouri-St. Louis, December 1992*

#### **Bachelor of Arts in History/Political Science and Secondary Education Teaching Certificate**

*Webster University- St. Louis, MO, December 1978*

### **Experience**

#### ***Consulting, Training and Facilitation***

***May 2011 - Present***

Since 2011 have been working nationally and locally as a presenter, consultant, trainer, and facilitator with a number of jurisdictions, agencies and public systems, including the New York Office of Children and Family Services, New York Administration for Children, the National Council of Juvenile and Family Court Judges; Casey Family Programs; Missouri Department of Mental Health; Missouri Department of Social Services' Children's Division and St. Louis Public Schools. The focus has been on providing support to promote racial equity; systemic reform; and the achievement of better child, family and community outcomes. The equity work includes:

- Designing and implementing a racial equity curriculum;
- Providing single and multi - day, multi-level staff development training and facilitation sessions for agencies and organizations; and
- Providing ongoing multi-level technical assistance and consultation for agencies and organizations.

**Criminal Justice Reform***March 2017 – Present**Director of Community Engagement and Strategic Partnerships, Circuit Attorney, City of St. Louis*

Since March 2017, began working for the first African American female Circuit Attorney (Prosecutor) in the City of St. Louis, MO, to help design and implement an aggressive criminal justice reform agenda that takes a public health approach toward increasing public safety, reducing harm, and restoring trust in the criminal justice system to reduce crime and violence.

Duties include:

- Co-designing, implementing and managing the alternative prosecution diversion program for first time non-violent adult and youthful offenders;
- Co- designing and implementing three diversion centers at an elementary, middle and high school to provide prevention programming aimed engaging students and families in efforts to close the ‘school to prison pipeline’ and reducing their potential involvement in criminal activity;
- Developing and implementing strategies and services that include: identifying and engaging service providers to provide behavioral and physical health service to defendants involved in the diversion programs; helping establish witness protection and relocation supports and network for those who will testify against violent offenders; increasing citizens’ participation and awareness toward improving how the criminal justice system works in order to restore trust; co-convening weekly homicide trauma support groups for family survivors of gun violence; and working to increase resident involvement in the design and implementation of neighborhood crime reduction strategies.

**Service Integration and Wrap-Around Services***May 2013- March 2017**Coordinator, Full Service Schools, St. Louis Public School District*

Since May 2013, have been providing ongoing administrative oversight and coordination on a part- time basis in the four Full Service Schools in the St. Louis Public School District. The approach delivers wrap around services and supports during and after school to support students whose attendance, behavior and academic achievement are adversely impacted by their chronic exposure to poverty, family and/or community violence, trauma and toxic stress. Establishing and maintaining partnerships with various community mental and physical health service providers is an important component of this effort. Duties include:

- Developing and monitoring overall programmatic design;
- Ensuring ongoing community engagement and related community partnerships;
- Securing and maintaining ongoing funding and resource supports; and
- Hiring and supervising several full-time and part-time staff.

**Building Community Partnerships in Mental Health**  
*Co-Coordinator, St. Louis City and County Resilience Coalition, Missouri Department of Mental Health*

*September 2014 – June 2016*

Worked for and with the Missouri Departmental Health on a part-time basis to establish and co-lead an initiative called the St. Louis North City and County Resilience Coalition. The initiative was created by the Governor of Missouri in the wake of civil unrest that occurred after the death of Michael Brown in Ferguson, Missouri in August 2014. The Resilience Coalition was charged with identifying and implementing short and long term strategies to address the barriers and stereotypes experienced by African Americans who were in need of and desirous of having better access to culturally competent emotional and behavioral health services. The primary duties included:

- Developing and implementing a framework model called Listening Session Model to help participants better understand the intersections of race, poverty, trauma and toxic stress;
- Conducting community engagement and outreach to schools, agencies and faith community representatives; and
- Convening regular meetings with agency stakeholders to identify and address barriers to service delivery and effectiveness in minority communities.

**Child Welfare Reform Initiative Work**

*October 2003 — May 2011*

*Senior Fellow, Center for the Study of Social Policy in Washington, DC*

Developed and implemented a national, multi-year campaign to address and reduce racial disparities and the disproportionate representation of children from certain racial or ethnic communities in the nation's child welfare system. Duties have included:

- Developing and coordinating a theory of change framework;
- Testifying before Congress, and convening several Congressional staff briefings;
- Convening key leaders and funding partners on monthly basis for learning, planning, monitoring and coordination;
- Providing project site supervision, technical assistance and facilitation in several jurisdictions, along with compiling and submitting site progress reports and grant summaries;
- Providing ongoing racial equity training and technical assistance in 34 jurisdictions for the National Council of Juvenile and Family Court Judges; and
- Presenting at national conferences.

**Child Welfare Reform Initiative Work**

*April 2001 — October 2003*

*Senior Associate, Jim Casey Youth Opportunities Initiative in St. Louis, MO*

Worked closely with the founding Executive Director, to design, develop and implement the new initiative and broad strategy for improving the outcomes and opportunities for youths aging out of the foster care system. Some of the duties included:

- Developing a theory of change framework;
- Developing written tools and products to guide jurisdictions interested in participating in the initiative;
- Providing training and technical assistance on how the program was to work;
- Developing strategies and implementing training for the effective engagement of youth board members; and
- Serve as a grant monitor in three sites and compile and submit site progress reports.

### **Service Integration**

*May 1999 – April 2001*

*Special Assistant to Director, Missouri Department of Social Services*

Developed and implemented a multi-agency coalition to integrate services, programs and resources aimed at reducing youth violence, drug trafficking and teen pregnancy in the St. Louis area for high-risk children and families. Some of the duties included:

- Identifying and convening partner funders; several agencies including law enforcement, juvenile and family courts and probation and parole; several direct service providers; and neighborhood resident leaders and consumers;
- Developing a regional strategy with measurable outcomes for implementation and monitoring;
- Monitoring implementation and providing training and technical assistance to agencies and service providers on culturally competent approaches for engaging neighborhood residents and families; and
- Working directly in neighborhoods with neighborhood resident leaders and law enforcement officials, in certain aspects of service delivery related to street gang abatement and drug intervention.

### **Community Building**

*December 1999 – October 2003*

*Senior Associate, Aspen Roundtable on Comprehensive Community Initiatives*

Co-developed a “framework” and other tools for analyzing and explaining how the combined effects of structural racism, poverty, inadequate community resources and family behavior work to perpetuate long term disadvantage for African American and other children, families and communities of color. Some of the duties included:

- Co-developing key definitions and concepts for defining structural racism, embedded disadvantage and equity;
- Co-conducted site observations and compiled and analyzed that data for the Aspen publication entitled Training for Racial Equity and Inclusion: A Guide to Selected Programs by Ilana Shapiro; and
- Attended and presented at various Aspen Roundtable Sessions as requested.

## List of Training and/or Instructional Experiences

1. *Racial Equity Learning Exchanges Sessions*: current ongoing partnerships nationally with the New York Office of Children and Families (OCFS) and Department of Juvenile Justice Opportunities for Youth (DJJOY), National Council of Juvenile and Family Court Judges (NCJFCJ), Casey Family Programs as well as with several other county jurisdictions, school districts, agencies and organizations in Missouri. The focus is on how to engage child welfare stakeholders, judges, school personnel, law enforcement agencies and mental health providers in “courageous conversations” about the: intersections between race, structural racism and racial inequity; related impact on child welfare, juvenile justice, educational and law enforcement practice, policy and decision making processes; and how to promote and achieve racial equity as a strategy to improve child, family and community outcomes.

Listed below are some of the stakeholders that have requested and received RELE Sessions in 2016:

- February 26 , 2016 - St. Louis Public Schools
- March 1 4, 2016 – OCFS, Nassau County Department of Children and Family Services, New York;
- April 8, 2016 – St. Louis County Continuum of Care Coalition;
- April 15, 2016 – St. Louis County Continuum of Care Coalition;
- April 19 -20, 2016 – OCFS, Nassau County Department of Children and Family Services, New York
- April 22, 2016 – Maternal, Child and Family Health Coalition, St. Louis County, MO
- May 6, 2016 Missouri Family and Juvenile Courts, Business Meeting, Jefferson City, MO
- May 17 -19, 2016 – Children’s Village, Westchester, New York;
- June 1, 2016 – St. Louis Public Schools, Office of Special Education, St. Louis, MO;
- June 15, 2016 – Rules and Regulations Committee, St. Louis Board of Alderman, St. Louis, MO;
- June 21-22, 2016 – St. Louis Rehabilitative Psychiatric Center, St. Louis, MO;
- July 11, 2016 – Casey Family Programs’ Colorado Juvenile Judicial Institute, Boulder, CO;
- July 13 - 14, 2016 - St. Louis Rehabilitative Psychiatric Center, St. Louis, MO;
- July 15, 2016 – Office of the Mayor, City of St. Louis, MO;
- July 20 – 22, 2016 - Children’s Village, Westchester, New York;
- July 26 - 27, 2016 – Cornerstone and Missouri Children’s Division, Kansas City, MO, specifically focusing on achieving equity and the role of trauma informed care;
- August 1-2, 2016 – Albany County Department of Children, Youth and Families, Albany\, New York;
- August 5, 2016 - St. Louis Public Schools, Office of Student Support Services, St. Louis, MO;

- August 8, 2016 - St. Louis Public Schools, Office of Special Education, St. Louis, MO; and
  - August 23 – 24, 2016 – OCFS/DJJOY, Albany, New York;
2. *Building Community Partnerships in Mental Health*, conducting Listening Sessions with multiple child caring stakeholders in St. Louis to identify and implement short and long term strategies that address trauma, toxic stress and structural racism experienced by African Americans who were in need of and desirous of receiving culturally competent emotional and behavioral health services.

Listed below are some of the stakeholders that have requested and participated in Resilience Coalition Listening Sessions in 2016:

- January 21, 2016 – Behavioral Health Response (BHR), St. Louis, MO
- February, 3, 2016 – Meramec Community College, St. Louis, MO;
- May 12, 2016 – Barnes, Jewish and Children’s Hospital; and
- June 9, 2016 – Learning and Leadership Conference, Rockwood School District, St. Louis, MO

### **Community Service Activities**

Some of my more recent volunteer community service activities related to community building include serving as a:

- Former Block Unit Captain and Founder/Coordinator of the Neighborhood Watch Foot Patrol in my neighborhood; and
- Co-founder, lead instructor, Marcus Garvey Karate Club.

### **REFERENCES:**

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2. Gregory Owens, LMSW  
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