

**Objective:**

Through education, systems change and reform, as well as identification and mobilization of next steps, facilitate the delivery and application of holistic, compassionate, neuroscience-informed, multi-faceted trauma informed response and care to victims, witnesses and survivors of crime, crisis and other traumatizing or high stress experiences.

**Summary of Qualifications:**

Applied Sociologist with demonstrated strengths that include assessing organizational needs, setting strategic direction, utilizing evidence-based practice, and implementing initiatives that enhance service delivery to victims and potential victims of crime.

**Experience includes:** Advocacy (both community and systems), professional health and wellness, vicarious trauma, organizational trauma and healing, mental health, direct care, domestic/sexual violence and child abuse from the perspectives of prevention and intervention, integrated family court systems advocate, systems analysis and change, data and policy analysis, policy change, community coordination, grant writing and management, fund raising and event planning, trauma informed staff leadership and management, volunteer and internship coordination, budget management, fund raising, website management, online academy admin/creator, marketing, training and education facilitation.

**Work Experience:**

**Strand<sup>2</sup> Squared LLC (Nov. 2017-current)**

**Chief Servant Leader and Sole Owner**

**Comprehensive Victim Intervention Specialist: Advanced**

Co-Founder, Managing Partner, Educator, Consultant

- Online Training Academy Administrator/ Creator/ Trainer
- National Level Educator, Trainer and Facilitator
- Curriculum development
- Qualitative Researcher
- Consultant to criminal justice, government systems, corporations, small business, and non-profit organizations
- Media consultant
- Business Owner and Administrator
- Writing and community education

**Responsibilities and Duties:**

- Managing Online training academy
- Marketing (guerilla and social)
- Managing guest consultants and mentoring new trainers
- Website development and maintenance (wordpress)
- Online training platform development and management (adobe connect and captivate)
- Course development and admin
- Policy Review and Writing
- Systems improvement and reform

- National, state, and local task force participation
- Conference coordination
- Financial management (quickbooks)

**Primary issues:** Human centric, trauma informed service delivery, Advocacy, Professional Health and Organizational Trauma, Crisis Response, Domestic Violence, Sexual Violence, Human Trafficking, Child Abuse, Assault, Neurobiology of High Stress and Trauma, SARTs (Sexual Assault Response Team), CCRTs (Coordinated Community Response Team) and MDTs (Multi- Disciplinary Team), Human Sexuality and Pornography, Implicit bias, Intersectionality and Culture Change. Along with agency management, toxic work environments, transformative leadership and community mobilization.

### **The Hue.myn Experience (Dec. 2019-current)**

#### **Chief barrier eliminator/ lens complicator**

- Established the 501c3
- Built agency from ground
- Fund raising
- Grant writing
- Creative expression: writing, documentary, animation

### **Victim Witness Services (VWS) of Coconino County, Flagstaff, AZ (2013-2018) Chief Executive Officer**

- Maintained VWS relevancy in Coconino County
- Established and maintained successful relationships with all partners
- Maintained efficient and effective agency operations
- Improved and maintained the fiscal health of the agency
- Ensured adherence to VWS mission by all agency personnel
- Supervised grant management: writing, reporting and maintaining
- Facilitated strategic planning and implementation
- Supervised day to day service delivery
- Implemented and managed an enhanced staff/volunteer training program
- Implemented evidence-based practices
- Participated in state and local policy-making and planning groups
- Expanded agency resources and agency capacity
- Provided advocacy and support to people who have experienced crime victimization and death
- Prioritized staff and volunteer self-care

#### **Outcomes:**

- Dramatically increased staff salary and benefits
- Opened two satellite offices increasing services to rural and campus communities
- Nearly tripled operating budget
- Nearly tripled clients served in 24.7 crisis response program
- Increased paid staff/consultants from 9 to nearly 30
- Established trauma sensitive yoga available to all victims of crime for free
- Established VWS counseling services
- Established K-9 Advocacy program
- Updated policies and procedures to include vicarious trauma mitigation
- Established funds for “pop-up services” in Rural communities
- Established funds for DV mobile advocacy services
- Increased physical space

- Established funds for “emergency financial assistance” for victims of crime
- Created several cutting- edge training opportunities for first responders in Arizona

**Primary Issues:** Domestic Violence, Sexual Assault, Assault, Sex Trafficking, Child Abuse, Vicarious Trauma, Assault, Homicide, Suicide, Death Notification, Systems Reform, Neuroscience of high stress and trauma. Along with agency management, toxic work environments, transformative leadership and community mobilization

**Northland Family Help Center (NFHC), Flagstaff, AZ (2005-2013)**

***NFHC Director of Community Based Services (CBS) (2010-2013)***

- Reported directly to Executive Director
  - Became leader in securing and increasing department funding
  - Developed and maintained department budget
  - Supervised runaway homeless youth outreach program, sexual assault and prevention programs, legal advocacy program, and CCRT/SART coordination
  - Performed grant research, proposal writing, and reporting
  - Ensured program compliance with grants and contracts
  - Facilitated department strategic planning and implementation
  - Participated in agency-wide strategic planning
  - Collaborated with agency personnel as a member of Leadership Team
  - Fostered and facilitated coordination amongst key community stakeholders
  - Promoted and represented the agency nationally, statewide, and locally
  - Maintained positive media relations
  - Supervised department staff, volunteers and interns
  - Developed and managed department programs
  - Successfully managed short-term and long-term projects
  - Facilitated and mediated agency and community meetings
  - Provided community sexual violence prevention education
  - Trained community educators
  - Participated in CCRT, SART, MDTs, Fatality Review Boards
  - Provided advocacy and support to people who have experienced domestic and sexual violence
  - Re-established agency partnership with and presence on Northern Arizona University campus
- Primary Issues:** Domestic Violence, Sexual Assault, Sex Trafficking, Child Abuse, Runaway and Homeless Youth, Systems Reform, Healthy Relationships, Trauma- informed care and response.

***NFHC Legal Advocate, AZCLDP #81269 (2008-2013)***

- Prepared court documents for victims of crime (primarily orders of protection, divorce and custody)
  - Supported and educated women as they navigated the family court system
  - Assisted victims of crime to access their victims’ rights and compensation
  - Assisted victims of crime to access the criminal justice system
  - Provided crisis intervention and case management
  - Provided advocacy and support to people who have experienced domestic and sexual violence
- Primary issues:** Domestic violence, sexual violence, dating violence, stalking

***NFHC Sexual Violence Prevention and Education Program Coordinator (2005-2008)***

- Managed four community education programs
- Supervised staff, volunteers and interns
- Developed and implemented a men’s group preventing violence

- Developed age-appropriate healthy relationship and violence prevention programs
- Participated in the development and implementation of Arizona Safer Bars Alliance

***NFHC Domestic Violence Shelter Staff (2005)***

- Provided crisis intervention and stabilization, and resource referral through a 24/7 hotline and emergency shelter intake process
- Performed tasks related to shelter client safety, transition, and support
- **Responsibilities and Duties included:**
- Completing intake and discharge paperwork
- Assisting clients in safety planning
- Assisting in day to day shelter operations
- Completing basic house maintenance tasks
- Providing intervention for client to client conflicts
- Fostering a healthy and healing environment for shelter clients
- Maintaining client files
- Participated in CCRT, SART, MDTs, Fatality Review Boards
- Collaborating with community agencies to promote client safety
- Collaborating with agency staff
- Coordinated weekly client group sessions
- Coordinated child group sessions

**Coconino County Community College, Flagstaff, AZ (2015-present) Adjunct Faculty for the Sociology Department**

- Race/class/gender intersections
- Sociology 101
- Human sexuality and dating

**Northern Arizona University, Flagstaff, AZ (2007- 2017)**

**Adjunct Faculty for the Women’s and Gender Studies Department**

- Developed and facilitated classes on: Race/class/gender, intersections, Masculinity Social Change, Domestic violence and sexual assault

**Lou Corp., Flagstaff, AZ (2002-2005)**

**Case Manager**

- Provided client advocacy within various systems
- Provided community coordination for disability services
- Provided direct care and support to people with developmental disabilities

**The Protestant Guild for Human Services, Inc., Waltham, MA (1994-1996)**

**Case Manager for clients with severe mentally illness**

- Provided client advocacy within various systems
- Participated in Human Rights regulation board
- Provided direct care and support to people with mild and severe mental illness

**Seeds of Peace, New York, NY (1995- 1996)**

**Program Facilitator**

- Facilitated workshops with teenagers from various active international war zones (primarily from Israel and Palestine), as well as youth involved in gang violence

**MA, Applied Sociology**, Northern Arizona University, Flagstaff, AZ (2007) •Evidence Based Practices

- Program development, management and implementation
- Program administration
- Intersectionality
- Emphasis on: issues of violence, social change/movements, sexual violence
- GPA 3.5

**Master's Thesis Project (2007):**

**Title:** An Exploration of “Inspiration”

**Methodology and Theories:** Grounded Theory, Standpoint Theory, Photo Ethnography and Auto Ethnography

**The goal:** To explore the concepts of Inspiration and Hope.

**BA, Sociology**, Northern Arizona University, Flagstaff, AZ (2005)

- Women's and Gender Studies
- Human Sexuality •GPA 3.5

**Affiliations:**

- Advisory Board Member: End Violence Against Women International (2017- 2018)
- Member of ACESDV legislative policy committee (2014-2018)
- Chair Coconino County Coordinated Community Response Team (2007-2017)
- Member of the Coconino County Child Fatality Review Team (2017- 2018)
- Member Sexual Assault Response Team (2007-2018)
- SARV task force (Sexual Assault Relationship Violence for Northern Arizona University) (2007-2018)
- Coconino County Criminal Justice Coordinating Council (2013-2018)
- Founder Coconino County Fatality Review Board (2007-2009)
- Co-Chair of the Children of Incarcerated Parents (2011-2013)

**Honors and Awards:**

2017 featured Latina for bringing cutting edge police practices to Arizona: Latinas Rising and Arizona Community Foundation

2015 winner of the Women of Excellence Award presented by the Flagstaff Soroptimist

2013 winner of the Ruby Award presented by the Soroptimist Mountain Morning

2012 winner of the Community Partner award presented by the WGS of NAU

2007 winner of the Moral Courage award presented by the Martin Springer Institute