22ND NATIONAL CONFERENCE ON CHILD ABUSE AND NEGLECT

JULY 27-29, 2021 | VIRTUAL CONFERENCE

CONFERENCE PROGRAM BOOK

Thriving Children & Families

PREVENTION WITH PURPOSE

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Conference at a Glance

Tuesday, July 27

1:00–2:30 PM	Opening Plenary Session
2:30–3:00 PM	Break
3:00–4:30 PM	Featured and Concurrent Sessions
4:30–5:00 PM	Poster and Exhibit Viewing

Wednesday, July 28

1:00–2:30 PM	Plenary Session
2:30–3:00 PM	Break
3:00–4:30 PM	Concurrent Sessions
4:30–5:00 PM	Poster and Exhibit Viewing

Thursday, July 29

1:00–2:30 PM	Featured and Concurrent Sessions
2:30–3:00 PM	Break
3:00–4:30 PM	Closing Plenary Session
4:30–5:00 PM	Poster and Exhibit Viewing

Letter from the Assistant Secretary

ADMINISTRATION FOR CHILDREN & FAMILIES
Office of the Assistant Secretary | 330 C Street, S.W., Suite 4034
Washington, D.C. 20201 | www.acf.hhs.gov

July 22, 2021

Dear Colleagues:

It gives me great pleasure to welcome you to the 22nd National Conference on Child Abuse and Neglect—and the first *virtual* NCCAN!

This has been a defining moment in our nation's history due to the twin crises of the global pandemic and a nation coming to grips with racial injustice. Most of us have the keen sense that the world will never be the same. But with change comes opportunity—in this case, the opportunity to transform the way our nation supports children and families.

The Biden Administration has taken swift action to support children and families impacted by the COVID-19 pandemic, providing desperately needed economic relief and advancing racial equity and support for underserved communities. ACF is working to deliver on this vision of a more equitable America. We are committed to making equity a central part of how we operate and deliver on our mission. We are bolstering our programs to create more opportunities for the individuals, families, and communities we serve that have been marginalized and adversely affected by persistent poverty. We affirm our obligation to uphold the dignity of all people, and dedicate ourselves to protecting the most vulnerable among us.

Each of you is playing an important role in promoting the well-being of our nation's children and families. As we gather online at the 22nd NCCAN, I hope that the experience will stimulate your thinking, support your professional development, and renew your commitment to the work ahead.

Sincerely,

JooYeun Chang, JD
Acting Assistant Secretary
Administration for Children and Families
U.S. Department of Health and Human Services

Letter from the Associate Commissioner

DEPARTMENT OF HEALTH & HUMAN SERVICES

ADMINISTRATION FOR CHILDREN AND FAMILIES
Administration on Children, Youth and Families
330 C Street, S.W.
Washington, D.C. 20201

July 22, 2021

Dear Colleagues:

On behalf of the Children's Bureau, welcome to the 22nd National Conference on Child Abuse and Neglect!

This first virtual conference builds on an NCCAN history that began in 1976. As the federal government's only national conference addressing child abuse and neglect, NCCAN has served as a vital forum for tackling our field's most challenging issues, exchanging viewpoints, reviewing research, examining policies and practices, and sharing lessons learned. While we miss the opportunity to meet face-to-face this year, the NCCAN remains positioned to support the field as we work together to promote safety, permanency, and well-being for all children and youth.

President Biden has called upon us to pursue a comprehensive approach to advancing equity for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality. At the Children's Bureau, we have undertaken a thoughtful examination of our policies and practices, as have many of you at the state and local levels and within your organizations. Together, we will take the actions necessary to ensure that all Americans are treated with dignity and respect and have the opportunity to reach their full potential.

The conference theme, *Thriving Children and Families: Prevention with Purpose*, reflects the Children's Bureau's commitment to supporting families, ensuring that every family is safe and secure, and keeping families together and strong. At this 22nd NCCAN, you will hear from a diverse group of experts on prioritizing prevention, focusing on well-being, reshaping foster care as a support for families, building community capacity, and supporting the workforce.

I encourage each of you to take full advantage of the opportunities that NCCAN offers to engage, learn, discuss, and explore new ways to advance our support of children, families, communities, and staff. The Children's Bureau is delighted to have you with us, and I look forward to meeting you online!

Sincerely,

Aysha E. Schomburg, Esq.
Associate Commissioner
Children's Bureau

Letter from the Director

DEPARTMENT OF HEALTH & HUMAN SERVICES

ADMINISTRATION FOR CHILDREN AND FAMILIES
Administration on Children, Youth and Families
330 C Street, S.W.
Washington, D.C. 20201

July 21, 2021

Dear Colleagues and Friends:

Welcome to the 22nd National Conference on Child Abuse and Neglect!

The Children's Bureau's Office on Child Abuse and Neglect (OCAN) has had the honor of hosting this important national gathering for 45 years, but this year's event will go down in history as the first-ever virtual convening. NCCAN has always been distinctive in the deep diversity of its participants. We look forward to welcoming many more parents, volunteers, researchers, policymakers, and professionals from a wide diversity of disciplines who share a common commitment to ensuring the well-being of children and families.

The 22nd NCCAN, with its theme of *Thriving Children and Families: Prevention with Purpose*, focuses us on some of the most challenging issues facing our field and being intentional in how we address them. It also reflects the Children's Bureau's commitment to prevention and being proactive in supporting children and families before a crisis occurs. We hope that the 22nd NCCAN broadens your knowledge, stimulates your thinking, and energizes you for the always challenging work ahead.

A great deal of work goes into planning the National Conference, and this 22nd National Conference more than most. It has been a year of incredible loss and the challenges posed by the global pandemic were significant. I am grateful to my OCAN colleagues for rising to the occasion in planning this event, and to our colleagues at the Children's Bureau Learning and Coordination Center (CBLCC) and the NCCAN Logistics contract for their seamless planning and implementation of the event.

As always, I thank you for participating in this important effort and for the work you do each day to build promising futures for our nation's children and families.

Sincerely,

Elaine Voces Stedt
Director, Office on Child Abuse and Neglect
Children's Bureau

Children's Bureau Priority Areas/Conference Tracks

Prioritize Prevention

Nurturing and safe family relationships are key to child well-being. Prioritizing families and focusing on primary prevention, through flexible funding and community-based services that strengthen the protective capacities of all parents, will help children and their families thrive. We must focus our interventions in ways that prevent unnecessary placements, keep children in their communities and schools, and build family strengths as a primary intervention.

Focus on Well-Being

We should ensure that our interventions support the physical, cognitive, emotional, and psychological well-being of all children and families. Taking a holistic and community-based approach to well-being facilitates circumstances where families can better provide for their children and ensure they have access to needed services to support their physical, mental, and emotional health and development and their educational success.

Reshape Foster Care as a Support for Families

Engagement with the child welfare system should have positive impacts on children and families—equipping parents and caregivers with enhanced protective factors, skills, and supports to safely care for their children and improve child well-being. Even when parents are unable to keep their children safe at home, children need to feel connected to their parents, siblings, and relatives. Parents should remain actively involved with their children in foster care in safe and healthy ways, with foster and birth families working together to support children and ensure successful reunification whenever possible.

Build Community Capacity

Primary prevention of child maltreatment and a focus on well-being occur best in the communities where children and families live, and cannot be the work of child welfare alone. A broad array of stakeholders and systems must work together, guided by the communities they serve, to build programs and systems that provide timely supports to families where they are and when they need it.

Support the Workforce

To serve families well, we must have a strong, competent, and healthy workforce. An effective child welfare system requires social workers, attorneys, and service providers to have the skills needed to manage competing priorities, manageable workloads, responsive supervision, and adequate supports for self-care. Inspired and competent leadership can garner the support of community partners, staff, and families on the path to meaningful and sustained improvement.

Detailed Agenda

All times in this agenda are in Eastern Time.

TRACK KEY

- Prevention
- Community Mobilization
- Well-Being
- Workforce
- Reshaping Foster Care

TUESDAY, JULY 27

Day 1: Addressing Race and Bias

Content for this day will frame why addressing racism and bias is central to transforming our approach to child abuse and neglect.

OPENING PLENARY SESSION — 1:00–2:30 PM

Welcome

Aysha E. Schomburg, Associate Commissioner, Children's Bureau, Administration on Children, Youth and Families, Administration for Children and Families, U.S. Department of Health and Human Services

Opening Remarks

Miranda Lynch-Smith, Deputy Assistant Secretary for Human Services Policy, Office of the Assistant Secretary for Planning and Evaluation, U.S. Department of Health and Human Services

Panel Discussion

Moving from Discussion to Action: Addressing Racism and Bias in Child Welfare

Across our country, we are engaging in conversations about racism and its impacts. Our keynote panel has been exploring these same issues within the context of child welfare for decades: identifying and addressing implicit and explicit bias, researching the causes of disparities in child welfare systems, and helping systems recognize and respond to historical trauma. Join them for a discussion of how we move from conversation to the actions needed to truly address racism and bias in child welfare.

- **Rita Cameron Wedding,** Professor of Women's Studies and Ethnic Studies at Sacramento State University, California
- **Alan-Michael S. Graves,** Senior Director of Teaching and Capacity Building, Good+Foundation
- **Maegan Rides At The Door,** Director of the National Native Children's Trauma Center
- **Alan J. Dettlaff,** Dean of the Graduate College of Social Work, University of Houston

FEATURED SESSION — 3:00–4:30 PM.

Being Intentional about the Impact of Racism and Bias in Child Welfare

This featured session focuses on concrete strategies for addressing racism and bias in child welfare—both within the workplace and as it affects the children and families we serve.

- **Alan-Michael S. Graves,** Senior Director of Teaching and Capacity Building, Good+Foundation
- **Kimm Campbell,** Assistant County Administrator, Broward County
- **Anthony Queen,** Member, Parent Advisory Council, FRIENDS National Center for Community-Based Child Abuse Prevention
- **Shauna Rienks,** Evaluation Co-Principal Investigator, National Child Welfare Workforce Institute

TUESDAY, JULY 27

Prevention | Well-Being | Reshaping Foster Care | Community Mobilization | Workforce

CONCURRENT SESSIONS (5) 3:00–4:30 PM

Prevention

Expanding Front-End Investments: Washington, D.C.'s Families First Success Centers
Washington, D.C., is investing in Family Success Centers in targeted neighborhoods to address disproportionality and how poverty and stress contribute to child welfare involvement. The 10 new Families First Success Centers are in neighborhoods carefully targeted based on analysis of not only child welfare data, but also neighborhood data on social determinants of health. This place-based approach seeks to empower communities by tailoring services to community-specific needs; facilitate access to government and community services—making it easier for families to get what they need to thrive; and focus upstream, preventing crises through early engagement.

- **Kiara Streater,** Ward 7 Program Specialist, D.C. Child and Family Services Agency
- **Taylor German,** Management Analyst, Office of Community Partnerships, D.C. Child and Family Services Agency
- **Christian Gineste,** Data Scientist, D.C. Child and Family Services Agency
- **Andrew Russo,** Co-Founder and Director, National Family Support Network

Well-Being

Language Matters: Disrupting Stigma to Support Meaningful Change for Families
This session invites practitioners to step back from their daily interactions with families to consider how their thoughts, beliefs, and language about parents with substance use disorders (SUDs) influence how they interact with families. Stigma about SUDs affects the attitudes of health care professionals, treatment providers, and the person with an SUD, which creates barriers and disparities to access and engagement in treatment. This session will provide strategies for child welfare agencies and community providers to identify and disrupt stigma in interactions, expectations, language, and policies affecting families.

- **Dawnia Flonnoy,** Senior Program Associate, National Center on Substance Abuse and Child Welfare
- **Tessa Richter,** Senior Program Associate, National Center on Substance Abuse and Child Welfare
- **Elizabeth Bullock,** Program Associate, National Center on Substance Abuse and Child Welfare
- **Annette Morrison,** Program Associate, National Center on Substance Abuse and Child Welfare
- **Dakota Roundtree-Swain,** Young Adult Consultant, Capacity Building Center for States

Reshaping Foster Care

Moving from Advice to Action: Engaging Parents with Lived Experience to Reshape How We Respond to Families Under Stress
Too often parent advisory groups are relegated to marginal roles in systems change. This session examines how state partners are investing in true partnerships that put families in the driver's seat of redesigning programs and supports. Learn from two states' perspectives about how to structure, support, and nurture deep parent partnerships. Hear from parent leaders about their experiences, how to overcome fear on both parent and agency sides, and how to build a partnership structure that promotes growth.

- **Carolyn Abdullah,** Training and Technical Assistance Coordinator, FRIENDS National Center for Community-Based Child Abuse Prevention
- **Kara Allen-Eckard,** Program Manager, North Carolina State University Center for Family and Community Engagement
- **Teka Dempson,** North Carolina Child Welfare Family Advisory Council Member

TUESDAY, JULY 27

Prevention | Well-Being | Reshaping Foster Care | Community Mobilization | Workforce

- **Natalie Towns,** Prevention and Community Support Section Director, Georgia Division of Family and Children Services
- **S. Colleen Puckett,** Parent Advisory Council Member, Georgia Division of Family and Children Services
- **Kristine Gunningham,** Young Adult Consultant and Coach, Capacity Building Center for States

Community Mobilization

Impact of Historical Trauma on Child Well-Being Outcomes

This session will focus on providing a historical and cultural context for American Indian and Alaska Native (AIAN) historical trauma and the contemporary influences of that history on the well-being of AIAN children, youth, families, and communities. This session also will provide strategies for supporting AIAN families impacted by trauma.

- **Nona Main,** Training and Technical Assistance Specialist, National Native Children's Trauma Center
- **Laura Guay,** Training and Technical Assistance Manager, National Native Children's Trauma Center
- **Lauren Kelso,** Training and Technical Assistance Specialist, National Native Children's Trauma Center

Workforce

We Are the System: Working Collaboratively to Address Disparities and Promote Race Equity

Disproportionality in child welfare systems is impacted not just by what happens to families in child welfare systems, but also by what happens to them before they reach child welfare. Many of the families served are touched by multiple child- and family-serving systems, many of which face their own challenges with race and bias. Come hear from speakers working collectively to build race equity across child- and family-serving organizations within their own states or localities.

- **Sue Williams,** Chief Executive Officer, South Carolina Children's Trust Fund
- **Aditi Srivastav Bussells,** Director of Research, South Carolina's Children's Trust Fund
- **Judge Aurora Martinez Jones,** Associate Judge, Travis County, Texas
- **Jasmine A. Snell,** Young Adult Consultant, Capacity Building Center for States
- **Dianne Kelly,** Children and Families Program Specialist, Children's Bureau Region 4, Administration on Children, Youth and Families, Administration for Children and Families, U.S. Department of Health and Human Services

POSTER AND EXHIBIT VIEWING **4:30–5:00 PM**

Please refer to page 17 to see the posters available for viewing, and see page 22 for the full list of exhibitors. All virtual posters and exhibits can be accessed through the Exhibit Hall tab of the virtual venue attendee hub.

WEDNESDAY, JULY 28

Prevention | Well-Being | Reshaping Foster Care | Community Mobilization | Workforce

Day 2: Focusing on Poverty

Content for this day unpacks the intersections of racism, bias, poverty, and child welfare. Speakers also will frame how child welfare and child abuse and neglect prevention can better collaborate to ensure that vulnerable families receive the supports they need before they reach a crisis.

PLENARY SESSION — 1:00–2:30 PM

Opening Remarks

Aysha E. Schomburg, Associate Commissioner, Children's Bureau, Administration on Children, Youth and Families, Administration for Children and Families, U.S. Department of Health and Human Services

Keynote Remarks

Targeting Poverty, Not Parents
Neglect is overwhelmingly the most common form of child maltreatment in the United States. Too often, though, what is perceived to be child neglect is actually family poverty. This plenary session offers lessons from history on the importance of addressing the social and racial inequities that disproportionately impact poor and minority families in child abuse prevention, along with alternative approaches to supporting families.

Mical Raz, Charles E. and Dale L. Phelps Professor in Public Policy and Health, Professor of History and Medicine, University of Rochester

Moderator: **Linda Mitchell,** Child Welfare Program Specialist, Children's Bureau, Administration on Children, Youth and Families, Administration for Children and Families, U.S. Department of Health and Human Services

Discussants:

- **Darrell L. Armstrong,** Pastor, Shiloh Baptist Church; Former Director, Division of Prevention and Community Partnerships, New Jersey Department of Children and Families
- **Jennifer Miller Haight,** Director, Division of Performance Measurement and Improvement, Children's Bureau, Administration on Children, Youth and Families, Administration for Children and Families, U.S. Department of Health and Human Services
- **Natalie A. Leek,** Chief Executive Officer and President, Providence House

Wrap-Up:

Elaine Voces Stedt, Director, Office on Child Abuse and Neglect, Children's Bureau, Administration on Children, Youth and Families, Administration for Children and Families, U.S. Department of Health and Human Services

WEDNESDAY, JULY 28

Prevention | Well-Being | Reshaping Foster Care | Community Mobilization | Workforce

CONCURRENT SESSIONS (5) 3:00–4:30 PM

Prevention

Bouncing Forward: Lessons Learned from a Year in Crisis

Over the past year, our systems and structures have been confronted with the need to rapidly adapt to serve vulnerable families despite the challenges of the pandemic. This experience has forced us in the direction of amazing innovations, and it has taught us a lot about how our systems need to do better to support, serve, and engage youth, families, and communities. This session focuses on the lessons learned and system innovations created that can point to new ways of working and engaging families even as pandemic restrictions lift.

- **Donna Hunt-O'Brien,** Vice President of Professional and Program Development, Parents as Teachers National Center
- **Angela Rau,** Director of Program Innovation and Professional Development, Parents as Teachers National Center
- **Alex Morales,** Former President and Chief Executive Officer, Children's Bureau of Southern California
- **Kayla Powell,** Young Adult Consultant, Capacity Building Center for States

Well-Being

Rethinking How We Engage Fathers

Research shows that we have better outcomes for children and families when fathers are involved, yet child welfare systems often overlook fathers when planning for children. Hear more about the barriers to father engagement from a panel that includes fathers with lived experience within child welfare systems and leaders from states moving forward on systemic engagement of fathers.

- **Neil Tift,** Outreach Project Coordinator, Native American Fatherhood and Families Association (NAFFA)
- **Sallye Longshore,** Director, Alabama Department of Child Abuse and Neglect Prevention
- **Churmell Mitchell,** Fatherhood Director, Child Care Resource Center, Alabama
- **Patrick Daleiden,** Recovery Opportunities Open for Men (ROOM) for Dads, Sacramento County, CA
- **Tony Parsons,** Young Adult Consultant, Capacity Building Center for States, Federal Policy Specialist, Youth Villages

Reshaping Foster Care

Disentangling the Connections between Racism, Poverty, and Child Welfare

We have long observed the correlations between poverty and child welfare involvement, but new research is looking at how poverty drives child welfare involvement and how income transfers like the earned income tax credit and the delivery of concrete supports impacts child welfare rates. Hear from researchers working in this area about their findings and the implications for how we think about child abuse and neglect prevention and intervention.

- **Darcey H. Merritt,** Associate Professor, Silver School of Social Work, Co-Editor-in-Chief, Children and Youth Services Review
- **Lawrence Berger,** Vilas Distinguished Achievement Professor, Associate Vice Chancellor for Research in the Social Sciences, School of Social Work and Institute for Research on Poverty, University of Wisconsin–Madison
- **Nicole Kovski,** Ph.D. Candidate, Evans School of Public Policy and Governance, University of Washington
- **Maddy Langan,** Young Adult Consultant, Capacity Building Center for States

WEDNESDAY, JULY 28

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Community Mobilization

Creating Layered Solutions to Complex Challenges: Combining Economic and Family Supports as a Prevention Strategy
A number of states are exploring community response programs as part of their child abuse and neglect prevention strategies. These programs provide a range of supports to families who have been referred to child welfare but whose cases have not been substantiated—including flexible funds to help them weather crises. This session will explore a number of these models, including those that are intentionally linking prevention services to financial counseling and other economic supports. Jurisdictions represented will speak to both the policy-level framework for their efforts and how their efforts look on the ground at the local level.

- **Rebecca Murray,** Executive Director, Wisconsin Child Abuse and Neglect Prevention Board
- **Alyson Ilstrup,** Director of Family Support, The Parenting Place, Wisconsin
- **Aaron Miller,** Director, Family Strengthening Unit, Office of Early Childhood, Colorado Department of Human Services
- **Allyson Warner Orozco,** Director of Family Connections, Catholic Charities of Central Colorado
- **Lindsay Williams,** Executive Director, Ohio Children's Trust Fund
- **Timberly Robinson,** Columbiana County Family Coach, Ohio

Workforce

Peer-Based Workers: Investing in Those with Lived Experience and Multiplying Impact
This session will look at new approaches to engaging those with lived experience on the front line as peer advocates, mentors, family navigators, and other direct service roles. What support do these workers need? How do we build on their unique abilities to relate to families? How do we build roles for them that allow them to grow and develop their leadership within programs and systems?

- **Tara Linh Leaman,** JD, Program Director, Westchester Building Futures, Westchester County Department of Social Services, New York
- **Kaylene Quinones,** Westchester Therapeutic Boys' Foster Homes/BraveLife Coordinator, The Children's Village, Dobbs Ferry, New York
- **Ebony Chambers,** Chief Family and Youth Partnership Officer, Stanford Sierra Youth & Families, California
- **Shelley Keeble,** Family Partner, Stanford Sierra Youth & Families, California
- **Elliott Hinkle,** Young Adult Consultant and Coach, Capacity Building Center for States, Youth Development Subject Matter Expert

POSTER AND EXHIBIT VIEWING **4:30–5:00 PM**

Please refer to page 17 to see the posters available for viewing, and see page 22 for the full list of exhibitors. All virtual posters and exhibits can be accessed through the Exhibit Hall tab of the virtual venue attendee hub.

THURSDAY, JULY 29

Prevention | Well-Being | Reshaping Foster Care | Community Mobilization | Workforce

Day 3: Committing to Transformation

Content for this day frames the actions that we can take as individuals and as a field to transform the way we support children and families.

FEATURED SESSION — 1:00–2:30 PM

Transforming Trauma

In this session, James S. Gordon, the world's leading expert in healing population-wide trauma, will present a comprehensive approach to trauma healing that emphasizes our capacity to transform a sometimes overwhelming crisis into an opportunity for profound psychological and spiritual growth. Dr. Gordon has extensive experience working directly with children and adults who have experienced primary or secondary trauma. He and his colleagues have used this model with children in war-torn areas such as Gaza and Kosovo, Indigenous communities in the United States who have struggled with youth suicide, teenagers who survived the mass shooting at Marjory Stoneman Douglas High School, and more. Dr. Gordon will share two mind-body techniques that create the psychological and biological foundation for this process of transformation to reverse the damage done by psychological trauma. Peer-reviewed studies have repeatedly shown that the Center for Mind-Body Medicine's comprehensive program of self-care and small group support can reduce the numbers of those qualifying for the diagnosis of post-traumatic stress disorder by 80% or more.

- **James Gordon,** Founder and Director of the Center for Mind-Body Medicine, Clinical Professor, Georgetown Medical School
- Moderator: **Julie Fliss,** Child Welfare Program Specialist, Children's Bureau, Administration on Children, Youth and Families, Administration for Children and Families, U.S. Department of Health and Human Services

CONCURRENT SESSIONS (5) — 1:00–2:30 PM

Prevention

Advice and Strategies from IV-E Prevention Program Early Implementers

This session will provide an opportunity for participants to hear from jurisdictions about their process and experience developing and implementing their Title IV-E Prevention Services plans. We will be talking with implementors from around the country about what is working, what they are struggling with, what they have learned, and where they think they are going. Come with your ideas, questions, and experiences and get ready to learn and share.

- **Rena Z. Mohamed,** Director, Outcomes Improvement, Social Services Administration, Maryland Department of Human Services
- **Sherril Kuhns,** Federal Policy and Resources Manager, Office of Child Welfare Programs, Oregon Department of Human Services
- **Dionne Bronson,** Confederated Tribes of Umatilla Indian Reservation, Oregon
- **Kathryn Roose,** Deputy Administrator of Quality and Oversight, Division of Child and Family Services, Nevada Department of Health and Human Services
- **Elliott Hinkle,** Young Adult Consultant and Coach, Capacity Building Center for States, Youth Development Subject Matter Expert
- **Alicia Luckie,** Training and Technical Assistance Supervisor, FRIENDS National Center for Community-Based Child Abuse Prevention

THURSDAY, JULY 29

Prevention | Well-Being | Reshaping Foster Care | Community Mobilization | Workforce

Well-Being

Relationships Matter: Building Lasting Birth and Foster Parent Partnerships

Hear a panel of birth parents, foster parents, and agency staff discuss policies and practices to support birth parents and foster parents in working together to promote the well-being and stability of children and youth who enter care. Research and experience demonstrate the value of staff, birth parents, and foster parents working in partnership to achieve better outcomes for families and children. Panelists will share their experiences in building and supporting meaningful partnerships and discuss how children and youth are more likely to thrive when the important adults in their lives collaborate with each other and share responsibilities and decision making. All of the panelists are members of the Birth and Foster Parent Partnership (BFPP). The BFPP is working to promote lasting relationships between and among birth parents, foster parents, and kinship caregivers to support families and to help child welfare systems improve their practices around supporting these relationships. During this session, you will have the opportunity to learn about two new complementary tools created by the BFPP to support building these relationships.

- **Katie Biron,** Foster and Adoptive Parent and Program Director, Family Connections Program™, Washington
- **Timothy Phipps,** Birth Parent and Parent Mentor, Morrison Child and Family Services, Oregon
- **Jody Rodgers,** Birth Parent and Parent Mentor, Child Parent Institute, California
- **Paula Bibbs-Samuels,** Birth Parent and Commissioner, Supreme Court of Texas Children's Commission, Texas
- **Marquetta King,** Birth Parent and Foster Parent, The Arc Northern Chesapeake Region, Maryland
- **Meryl Levine,** Senior Associate, Children's Trust Fund Alliance

Reshaping Foster Care

Authentic Integration of Lived Experience to Improve Equity in Child Welfare

On behalf of the Children's Bureau, the Capacity Building Center for States (the Center) provides support to states and jurisdictions to strengthen, implement, and sustain effective child welfare practice to achieve better outcomes for children, youth, and families. The Center recognizes youth and family engagement as an integral part of successful and sustained organizational and systems change in child welfare and, to this end, incorporates parent, caregiver, and youth voices in every aspect of its service delivery. The Center recruits, trains, and supports pools of highly skilled family and young adults. The Center utilizes family and young adult consultants to help build the capacity of states and jurisdictions to meaningfully engage youth and families. Join this session to hear from some of the Center's pool of family and young adult consultants on the opportunities to reshape foster care and advance race equity, in partnership with those with lived experience and expertise.

- **Tony Parsons,** Young Adult Consultant, Capacity Building Center for States
- **Maddy Langan,** Young Adult Consultant, Capacity Building Center for States
- **Jasmine Snell,** Young Adult Consultant, Capacity Building Center for States
- **Arlene Jones,** Family Consultant, Capacity Building Center for States
- **Angela Braxton,** Family Consultant, Capacity Building Center for States
- **Athena Garcia-Gunn,** Young Adult Consultant Coordinator, Capacity Building Center for States

THURSDAY, JULY 29

Prevention | Well-Being | Reshaping Foster Care | Community Mobilization | Workforce

Community Mobilization

Community Collaborations to Strengthen and Support Families

In 2018 and 2019 the Administration on Children, Youth and Families funded a series of five-year, community-based projects designed to bolster family-integrated services; build strategic community-based partnerships with philanthropic, business, and nonprofit organizations; and streamline coordinated efforts with education, government, public health, law enforcement, public housing, legal, and judicial organizations to meet the needs of families before a crisis occurs. Each of these efforts was unique and focused on primary prevention. During this session, learn more about these sites and their work.

- **Edi Winkle,** Training and Technical Assistance Coordinator, FRIENDS National Center for Community-Based Child Abuse Prevention
- **Athena Cote,** Community Collaborations Program Administrator, Early Childhood Comprehensive Systems, Bureau of Population Health and Community Services, New Hampshire
- **Aimee Zeitz,** Regional Director of Quality Family Engagement, YMCA of San Diego
- **E. Susana Mariscal,** Associate Professor, Indiana University School of Social Work, Project Director, Strengthening Indiana Families
- **Bryan Victor,** Assistant Professor of Social Work, Wayne State University, Detroit, Michigan

Workforce

Supporting Worker Resilience in Challenging Times: Evidence from the Experience of the Quality Improvement Center for Workforce Development Sites

The Quality Improvement Center for Workforce Development (QIC-WD) is dedicated to using evidence to improve the child welfare workforce. The COVID-19 pandemic exacerbated the stress and trauma already faced by the workforce and forced leaders to rapidly change systems to enable work-from-home strategies, support workers, and continue to ensure children's safety and well-being. This panel will share the experiences of the QIC-WD's work with select jurisdictions as they used evidence to pivot during the pandemic. Examples include remote work and supervision, building resilience among workers, enabling worker voices to inform agency decisions, and virtual hiring practices. QIC-WD leadership will present on the challenges faced by sites during the pandemic and share how data was used to inform decision making. Site representatives will be invited to share their perspectives.

- **Penny Putnam-Collins,** Implementation Specialist, Quality Improvement Center for Workforce Development
- **Michelle Graef,** Project Director, Quality Improvement Center for Workforce Development
- **Lisa Merkel-Holguin,** Implementation Lead, Quality Improvement Center for Workforce Development
- **Megan Paul,** Workforce Lead, Quality Improvement Center for Workforce Development

THURSDAY, JULY 29

Prevention Well-Being Reshaping Foster Care Community Mobilization Workforce

CLOSING PLENARY SESSION 3:00–4:30 PM

Opening Remarks

Stephanie Boyd, Child Welfare Program Specialist, Office on Child Abuse and Neglect, Children's Bureau, Administration on Children, Youth and Families, Administration for Children and Families, U.S. Department of Health and Human Services

Keynote Remarks:

Catalyzing the Power of HOPE to Disrupt the Negative Impacts of Trauma
Research over two decades has demonstrated that negative experiences in childhood can have cascading effects and result in negative outcomes throughout life. In this session, we will explore what new research tells us about how positive experiences can disrupt and protect against the long-term impact of negative experiences. HOPE (Health Outcomes from Positive Experiences) provides a new lens for how child welfare can support children who have suffered loss, instability, and trauma in ways that give them a strong platform to thrive.

Robert Sege, Director, Center for Community-Engaged Medicine and Principal Investigator, HOPE Framework

Discussant

Melody JoAnne Centeno, Motivational Speaker, Public Advocate, and Licensed Master Social Worker

Moderator

Cara Kelly, Child Welfare Program Specialist, Children's Bureau, Administration on Children, Youth and Families, Administration for Children and Families, U.S. Department of Health and Human Services

Closing Remarks

JooYeun Chang, Acting Assistant Secretary and Principal Deputy Assistant Secretary, Administration on Children, Youth and Families, Administration for Children and Families, U.S. Department of Health and Human Services

POSTER AND EXHIBIT VIEWING 4:30–5:00 PM

Please refer to page 17 to see the posters available for viewing, and see page 22 for the full list of exhibitors. All virtual posters and exhibits can be accessed through the Exhibit Hall tab of the virtual venue attendee hub.

Posters

Prevention

Community Based Child Abuse Prevention Programs (CBCAP) in Alabama: a Study of Program Outcomes

The Alabama Department of Child Abuse and Neglect Prevention (ADCANP) is the state lead agency which oversees fourteen CBCAP-funded community-based programs. Community agencies provide a variety of programs including parent education/home visiting, respite care, and youth programs. Through a partnership with faculty and staff at Auburn University, all ADCANP funded programs participate in a statewide evaluation project. This poster will highlight results from the evaluation project for the 2019-2020 project year and feature aggregated results across community programs funded by CBCAP. Results of comparisons of baseline and post-program levels indicate statistically significant improvements for program participants (n= 877) in a variety of outcomes related to indicators of protective factors against child abuse and neglect. Adults in parenting/home visiting programs and respite programs showed increases in Knowledge of Parenting and Child Development, Social Connections, and Concrete Supports in Times of Need. Youth in school-based/after school and non-school based programs demonstrated improvements in indicators of Social and Emotional Competence, specifically in emotion identification and regulation, assertiveness, and cooperative behavior. This evaluation provides evidence of enhanced protective factors for large numbers of parents and youth participating in CBCAP funded programs in Alabama, demonstrating that these resources provide meaningful contributions to community well-being.

- Poster Presenter and Author: **Ami Landers, Ph.D.,** Auburn University College of Human Sciences on behalf of the Alabama Department of Child Abuse and Neglect Prevention
- Additional Poster Authors: **Francesca Adler-Baeder,** Ph.D., Auburn University; **Sallye Longshore,** M.S., Ed.S., Alabama Department of Child Abuse and Neglect Prevention

Connections at Project Harmony

Connections promotes hope, health, and resiliency for children and families seeking mental health services. Connections is a voluntary short-term program that offers both trauma-focused individual and group therapy models (Bounce Back, Cognitive Behavioral Intervention for Trauma in Schools, Circle of Security, Expressive Arts, and Coping Skills). Families are referred to the Connections program through partnered school districts and other community agencies. Families also are able to self-refer via email or the referral line (offered in English and Spanish). A mental health coordinator helps families identify the most appropriate therapist and reduces barriers throughout their treatment. Barrier reduction can include, but is not limited to, financial assistance, interpretation services, transportation, and childcare. Connections currently collaborates with about 70 therapists in the Omaha area. Connections strives to increase therapists in our community who utilize evidence-based therapy models by providing free trainings to our therapists. This strengthens our community by increasing therapist competency, making specialized treatment models more accessible to all. Connections is a piece of the puzzle in preventing children from entering the child welfare or juvenile justice system by helping each child reach their fullest potential.

- Poster Presenters and Authors: **Laurel Withee** and **Erika Rodriguez**, Connections at Project Harmony

Father Engagement in Home Visiting: Perspectives of Mothers and Fathers

Home visiting (HV) is increasingly supported as an effective preventative intervention to support vulnerable families and improve child and family well-being. Historically, fathers have been overlooked in HV services, program content, and evaluations of program effectiveness. Shifting parental roles, alongside a growing awareness of the important contributions of fathers on child development, have led to increased efforts to engage fathers in HV programs. While limited, the majority of research on father involvement has come from mothers. Father's perspective on their own engagement in parenting and HV is lacking. This poster presents findings from a study examining mother and father perspectives on father's involvement in routine caregiving activities and HV engagement. Data come from 174 mothers and fathers participating in a larger evaluation of Maternal, Infant, and Early

Childhood, Home Visiting (MIECHV). Briefly, both mothers and fathers reported high levels of father involvement in parenting, but not HV engagement. Despite mothers and fathers support of father's participation in HV, fathers participated infrequently. Fathers attitudes towards HV predicted outcomes associated with child and family well-being. With more positive attitudes predicting greater emotional support for the child, father's reduced acceptance of interpersonal violence, limiting children's screen time, and reducing children's exposure to ACE's.

- Poster Presenter and Author: **Amy Treat,** University of Oklahoma HSC Center on Child Abuse and Neglect
- Additional Poster Authors: **Dr. David Bard; Dr. Helen Milojevich**

Journey to a State of Hope

Evidence shows combined efforts at the community level encourage strong families, healthy childhoods, and thriving neighborhoods. Also, actions that promote safe, stable,and nurturing relationships and environments help prevent early adversity and promote resilience. The Georgia Division of Family and Children Services Prevention and Community Support Section (PCS) has put everyone in the state on the path of prevention. PCS developed the Belonging for Hope campaign to help everyone understand they have a role to play in supporting healthy children and strong families. Journey to a State of Hope has grown into an overarching initiative. The campaigns included are meant to belong to all providers in Georgia to share widely and spread the message of hope.

- Poster Presenter and Author: **Deborah Chosewood,** Georgia Division of Family and Children Services
- Additional Poster Authors: **Natalie Towns,** Georgia Division of Family and Children Services Prevention and Community Support Section; **Liz Ferguson** and **Alan Williams,** Banyan Communications

New Hampshire's Community Collaborations Prevention Strategies

The Community Collaborations to Strengthen and Preserve Families (CCSPF) project establishes an integrated continuum of family support. The Community Collaborations project provides community-based services such as mental health and substance misuse treatment, economic supports, home visiting, and educational programs, to prevent child abuse and neglect and ultimately reduce the number of children entering foster care in three primary locations: Manchester, Lakes Region, znd the North Country. New Hampshire's approach is to lean on public health's experience of prevention programming and data driven systems development to support innovative, silo-busting work within rural and urban communities to: (1) Reduce the number of children entering foster care, reduce unnecessary referrals to child welfare, and increase parental protective factors; (2) Strengthen collaboration and coordination across community and state agencies; and (3) Use population health and safety needs data to target community resources and strategies. At the state and community level, the Community Collaborations project represents a full commitment to multidisciplinary shared planning and decision-making.

- Poster Presenter and Author: **Athena Cote,** New Hampshire Department of Health and Human Services

Spanish-Language Parenting Education Program "Los Niños Bien Educados"

This poster presents the "Los Niños Bien Educados" program's overview, goals, evaluation, COVID-19 response, and outcomes. "Los Niños Bien Educados" is the Spanish translation for Well-Behaved Children. The poster includes data from 2016 to 2021. Yakima Valley Farm Workers Clinic is a Federally Qualified Community Health Center and Migrant Grantee for the 5-year cycle: 2016 - 2021.

- Poster Presenter and Author: **Juan Ramirez,** Yakima Valley Farm Workers Clinic

Strong Foundations for Migrant Families

Strong Foundations is a program funded by a CBCAP Tribal and Migrant Discretionary Grant and is in it's fifth year of providing services in Marshall County, Iowa. Strong Foundations works with migrant families in Marshall County, Iowa who are expecting a child or have a child up to age five. The program aims to provide support to families who may be new to the Country, state, or community; ensures families are well connected to resources; and encourages positive parent-child interaction. Strong

Foundations uses the Parents as Teachers curriculum to guide home visits, but also partners with families to provide a "hands on" approach to navigating community resources and services. Some of the services provided may include interpreting for a prenatal appointment, assisting a family with using WIC benefits for the first time, or helping to link a family to a pediatric dentist. Helping families understand child health and development, while also developing confidence in their ability to live and work in the community, are essential for promoting the protective factors that prevent child abuse and neglect.

- Poster Presenter and Author: **Nikki Hartwig,** Child Abuse Prevention Services

The Parent Child Center has H.E.A.R.T. (Helping Everyone Access Resources and Thrive)

The HEART Program is a universal home visiting program that seeks to mitigate the risk and impact of perinatal depression and related disorders in families and provide all families with access to affordable, high-quality perinatal supports. The program is offered to anyone in our Parent Child Center's designated catchment area and uses a multi-generational approach to support the whole family, including the non-birthing/perinatal partner. HEART providers help families increase their knowledge and access to community supports and services to build protective factors in families and decrease social isolation and exclusion. The program seeks to support family bonding and attachment which has positive, long-term impacts on child development, health, and wellness. The HEART program includes both home visiting perinatal mental health clinicians as well as perinatal support specialists who are certified in postpartum doula work, lactation education, newborn observation, Touchpoints, and Mothers & Babies evidence-based curriculum. Beyond home visiting, the program also offers to families: concrete supports, support groups, postpartum planning, lactation education, screenings and referral, grief/loss support, and connection to additional support services.

- Poster Presenter and Author: **Amy Johnson,** Parent Child Center of Northwestern Counseling and Support Services

Well-Being

Benchmarking Trauma in Child Welfare: A Brief Report

Trauma exposure is common, however considerably higher rates are reported in vulnerable groups including child welfare involved adults and children. Early screening and service linkage may ameliorate its negative impact on the physical and mental well-being of adults and children alike. Using data from two Ohio-based child welfare interventions targeting co-occurring maltreatment and substance use (Ohio START and EPIC), the purpose of this brief report was to first describe the rate of trauma exposure among participating adults (ACEs), children 0-5 (CTAC) and children 6-18 (CTAC), and second to benchmark observed rates against reported rates in other child welfare or similar populations across the United States. Results show that adults were exposed to 4.2 ACEs on average, a 24% higher than previous child welfare estimates. While mean CTAC scores were not significantly different among young children ages 0-5, older children reported on average 5.6 exposures which is 27% higher than previously reported estimates. Our findings highlight the difference in risk profiles between families involved child welfare due primarily to substance misuse and those without substance misuse concerns, or where substance misuse was not the primary cause of entry. We discuss implications for service provision and time-sensitive child welfare requirements.

- Poster Presenter and Author: **Elinam Dellor,** The Ohio State University (OSU)
- Additional Poster Authors: **Susan Yoon,** OSU; **Alicia Bunger,** OSU; **Marla Himmeger,** Public Children Services Association of Ohio; **Bridget Freisthler,** OSU

Grow Stronger Together... Enhancing Well-Being and Connection through the COVID-19 Pandemic

The COVID-19 pandemic brought about unprecedented challenges for Regional Partnership Grant (RPG) programs such as Kansas Serves Native American Families (KSNAF). As the early pandemic led to restrictions on gathering in-person and shortages of goods, KSNAF paused in-person implementation of the Strengthening Families Program (SFP) to focus on safety and support for families' immediate needs. While SFP was successfully modified to be offered virtually, participation lagged as families and staff continued to be impacted by physical and cultural health issues, deaths, losses, employment changes and other life challenges. A slowdown in referrals and enrollment was addressed by implementing an extended recruitment period during which the project team initiated "KSNAF Conversations." The purpose of these conversations was to gather information

from families, staff, and partners on recruitment, referral, family engagement, program implementation, and needed supports to inform new ways to collaboratively move forward. Intentional listening sessions included "blameless retrospection" and forward-looking brainstorming through individual and talking circle style conversations. The project's steering committee offered further reflections, ideas, and guidance. The poster presentation will share details on the processes used to understand challenges and strengths, refocus efforts, and strengthen relationships resulting in enhanced well-being for families, staff, partners, and the program.

- Poster Presenter and Author: **Michelle Levy,** University of Kansas
- Additional Poster Authors: **Amy Mendenhall** and **Maria Fairman,** University of Kansas

Reshaping Foster Care

A Multi-Level, Collaborative Approach to Strengthening a Child Welfare System

As part of a national demonstration to strengthen child welfare systems, the Kansas Strong for Children and Families project aims to address multiple factors that may influence child and family outcomes and systemic barriers. Following a planning year of comprehensive and deep analysis, project leaders developed and implemented several strategies at direct service and system levels. This poster shares five examples of these multidimensional strategies implemented by the grantee. First, we engage parent partners in the project's steering committee to oversee key decisions and in listening sessions that identified guiding principles for other strategies. Second, we partnered with the Kansas Youth Advisory Council to develop an arts-based digital storytelling initiative that amplifies youth voices. Third, to support the workforce, we implemented a statewide skills-based, strength-oriented coaching program for all child welfare supervisors and a resilience model for all direct service staff and supervisors. Fourth, to pursue racial equity and justice in child welfare, we undertook an institutional analysis and action planning. Fifth, we engage system leaders and community members in statewide and regional advisory boards to promote prevention and identify policy/system solutions to systemic barriers.

- Poster Presenter and Author: **Becci Akin,** University of Kansas School of Social Welfare
- Additional Poster Authors: **Kaela Byers, Dennis Alford, Amanda Brown, Shelby Clark, Stacy Dunkerley, Vickie McArthur, Sarah McCall, Pegah Naemi Jimenez, Julie Toplikar,** and **Kelechi Wright,** University of Kansas School of Social Welfare

Texas Permanency Outcomes Project – Bringing System-Wide Improvement to Texas Foster Care Through Family Relationships

Texas Permanency Outcomes Project (TXPOP) puts children's input at the center of decision-making and planning. The TXPOP practice model was created for child welfare caseworkers in both private Child Placing Agencies and public child welfare. It builds working partnerships between families and caregivers, both traditional foster parents and kinship providers. TXPOP increases the involvement of families in the day-to-day lives of their children while the children are in care and creates lasting safety and support networks around children and families. TXPOP aims to decrease the length of time cases are open, have fewer placement disruptions, and reduce the likelihood that children will return to care. TXPOP has five guiding values: compassion, inclusion, shared power, respect, and humility. Compassion is understanding a person's behavior within the context of their experiences and working together with that in mind. A practitioner demonstrating compassion would differentiate what is really a safety issue from what is a class, culture, or value difference; behave by the adage "nothing about them without them;" and use verbal and written language about a parent that is the same as what we would say if the parent were sitting next to us. Humility means approaching others from a place of curiosity and asking questions that avoid assumptions and build partnerships. A judge practicing humility might ask more questions when a parent shares something in court instead of giving the parent limited time and making a quick judgement. Respect is seeing a person's strengths and honoring them. A caregiver demonstrating respect might express what they admire about the parents directly to them and to the children. Shared power means providing the opportunity for those with less power to influence and make decisions. A practitioner demonstrating shared power might give choices to families, such as deciding how information will be shared with the child; where and when a family

meeting will take place and who will be a part of it; asking and using the parent's ideas about what will help to solve the problem vs. "diagnosing" the problem as the expert and giving parents a list of services to complete. Inclusion is ensuring everyone's voice is involved, even when strong feelings are expressed and opinions differ. For practitioners to demonstrate inclusion with families, organizations have to demonstrate inclusion too.

- Poster Presenter and Author: **Brenda Keller,** Texas Alliance of Child and Family Services
- Additional Poster Authors: **Jolynne Batchelor** and **Samantha Thompson,** University of Texas at Austin, Steve Hicks School of Social Work, Texas Institute for Child & Family Wellbeing, Austin, TX

The Results of One Program's Efforts to Helping Children and Families Flourish

Centerstone's Partnership to Helping Children and Families Flourish (Flourish), an intensive group parenting intervention for families with child welfare involvement due to parental substance use in Southern Illinois, is supporting families by providing services aimed to improve communication skills, strengthen family relationships, work through trauma, and so much more. Flourish and other similar programs are helping to reshape foster care. Families receive the support and information that they need to improve the safety and well-being of their children. Flourish is organized to help parents strengthen their bond with their children in spite of the adversity the families are going through while the families are separated or under investigation. Qualitative data indicates that parents feel more equipped to interact in healthy ways with their children, in the home or during supervised visits. Quantitative data indicates statistically significant improvement in areas of youth risk behaviors, protective factors, family functioning, substance use, and trauma. Preliminary evaluation results are promising in the effort of working towards impacting children and families in a positive way.

- Poster Presenter and Author: **Stephanie Adams,** Centerstone
- Additional Poster Authors: **Paula Morris, Kate Sparks**

Community Mobilization

Oklahoma's ICWA Partnership: Building towards a Better Future for Tribal Children and Families

In 2016, the Children's Bureau awarded the State of Oklahoma funding through the State and Tribal Indian Child Welfare Act (ICWA) Implementing Partnership Grants to support efforts towards advancing ICWA practice, compliance, and outcomes in the state. Oklahoma's partnership between the Oklahoma Department of Human Services, courts, and tribes in pursuit of better outcomes for tribal children and families, however, predates the existence of a grant by decades. The poster will particularly focus on some of the interventions and research findings that have been undertaken during the grant period, including a statewide key informant interview process, development of interactive visualizations of ICWA practice data, and a summary of the effectiveness of a pilot project undertaken as a partnership between DHS, tribes, and the court in Pottawatomie County. These projects, in addition to the partnership that existed before the grant, will serve as examples of the types of collaborative success that Oklahoma is drawing on as we partner together on Families First and beyond.

- Poster Presenter and Author: **Jonathan Moore,** Oklahoma Department of Human Services
- Additional Poster Authors: **Deborah Shropshire,** OKDHS; **Kendra Lowden,** OICWA; **Felice Hamilton,** CIP; **Elizabeth Davis,** OKDHS; **Te'Ata Loper,** OICWA; **Keitha Wilson,** OKDHS; **Aaron Cornell,** OKDHS

Workforce

Wisconsin's Child Welfare Transformation

This poster describes Wisconsin's Department of Children and Families efforts to transform the child welfare system so that all children are safe and loved members of thriving families and communities. Efforts are underway to define a comprehensive in-home continuum and reduce the congregate care in Wisconsin.

- Poster Presenter and Author: **Jane Penner-Hoppe,** Wisconsin Department of Children and Families

Exhibitors

Alliance for Strong Families and Communities-Council on Accreditation
https://alliance1.org//

American Professional Society on the Abuse of Children (APSAC)
https://www.apsac.org/

Capacity Building Center for States
https://capacity.childwelfare.gov/states/

Capacity Building Center for Tribes
https://tribalinformationexchange.org/

Child Welfare Information Gateway
https://www.childwelfare.gov/

Children's Bureau Learning & Coordination Center (CBLCC)
https://cblcc.acf.hhs.gov/

Children's Trust Fund Alliance
https://ctfalliance.org/

Darkness to Light
https://www.d2l.org/

FRIENDS National Center for CBCAP
https://friendsnrc.org/

Futures Without Violence
https://healtrafficking.org/resources/futures-without-violence/

HHS Office on Trafficking in Persons
https://www.acf.hhs.gov/otip

Immigration and Customs Enforcement/Enforcement and Removal Operations
https://www.ice.gov/about-ice/ero

Infant Massage USA
https://www.infantmassageusa.org/

Institute on Violence, Abuse and Trauma
https://www.ivatcenters.org/

James Bell Associates
https://www.jbassoc.com/

National Children's Alliance
https://www.nationalchildrensalliance.org/

National Family Support Network
https://www.nationalfamilysupportnetwork.org/

National Fatherhood Initiative
https://www.fatherhood.org/

National Partnership to End Interpersonal Violence (NPEIV)
https://www.npeiv.org/

No Hit Zones
https://nohitzone.com/

Office for Victims of Crime (OVC)
https://ovc.ojp.gov/

Parents as Teachers National Center
https://parentsasteachers.org/

Predict-Align-Prevent
https://www.predict-align-prevent.org/

Privacy Technical Assistance Center
https://studentprivacy.ed.gov/request-ptac-training-or-technical-assistance

Public Consulting Group
https://www.publicconsultinggroup.com/

SCAN Policies Database
https://www.scanpoliciesdatabase.com/

Presenter Bios

Carolyn Abdullah is a Training and Technical Assistance Coordinator for the FRIENDS National Center for Community-Based Child Abuse Prevention (CBCAP), where she provides technical support and training to CBCAP state leads. Carolyn has over 25 years of experience working on issues related to children, youth, and families. Prior to joining FRIENDS, she held positions at Prevent Child Abuse North Carolina, the National Alliance of Children's Trust and Prevention Funds, and the D.C. Children's Trust Fund. She has experience working with parent leaders to expand and advance meaningful roles for parents in family strengthening programs. This includes working in partnership with parents and practitioners to host guided community conversations where participants share their knowledge and experiences as they create strategies to improve the lives of children, families, and communities. Carolyn has a bachelor's degree in communications and a master's degree in instructional design.

Kara Allen-Eckard, MSW, works as a Program Manager for the Center for Family and Community Engagement located at North Carolina State University. Her current work includes a partnership with the North Carolina Division of Social Services in the development and management of the North Carolina Child Welfare Family Leadership Model. She has worked for the Center since 2004 supporting work with the Division of Social Services, the Department of Public Instruction, and the Children's Bureau. She has also supported family group decision-making training projects with the Cree Nation in Canada and indigenous communities in Guatemala. Prior to moving to North Carolina in 2004, Kara was Program Director of the Community-Family Partnership Project in Kent, Washington, where she promoted child welfare family-group decision-making programs as a bridge to develop partnerships between families, communities, and social services. Throughout her career, her work has focused on the development of family, youth, and agency partnerships that highlight lived experience voices in research, curricular development, training, and programming. She strongly believes that bringing everyone to the table to educate and learn from each other is essential to creating healthy communities and families.

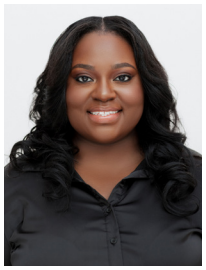
The Rev. Darrell L. Armstrong is a native of Los Angeles, California, where in 1974 he and his family were a part of the first wave of busing to integrate the Los Angeles Unified School District, the last major school district in the United States to comply with the historic Brown vs. Board of Education of Topeka, Kansas. He also is a product of the Los Angeles Department of Children & Family Services where he and his three younger brothers spent most of their lives in foster/kinship care. He is intimately acquainted with issues of justice, equity, diversity, and inclusion. His policy training at Stanford University (B.A. in public policy), his theological training at Princeton Theological Seminary (master's in divinity), and his clinical training at The College of New Jersey (post-master's Ed.S. in marriage and family therapy) has made him a respected voice in the national and international child welfare and family well-being communities. He is currently pursuing a doctorate in social work at the University of Southern California, where his dissertation work focuses on developing trauma-informed, resilience-minded houses of worship and communities of hope around the globe.

Lawrence (Lonnie) Berger is Associate Vice Chancellor for Research in the Social Sciences, Vilas Distinguished Achievement Professor in the School of Social Work, and past Director of the Institute for Research on Poverty at the University of Wisconsin-Madison. His research focuses on the ways in which economic resources, sociodemographic characteristics, and public policies affect parental behaviors and

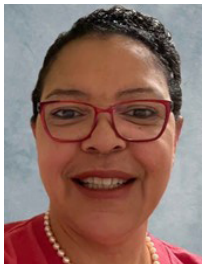
child and family well-being. He is engaged in studies in three primary areas: (1) examining the determinants of substandard parenting, child maltreatment, and out-of-home placement for children; (2) exploring associations among socioeconomic factors (family structure and composition, economic resources, household debt), parenting behaviors, and children's care, development, and well-being; and (3) assessing the influence of public policies on parental behaviors and child and family well-being. His work aims to inform public policy in order to improve its capacity to assist families in accessing resources, improving family functioning and well-being, and ensuring that children are able to grow and develop in the best possible environments.

Paula Bibbs-Samuels is married and the mother of two children, ages 26 and 25 years. When her children were young, she became involved with the child welfare system due to parenting and discipline issues with her younger son. Through the investigation process, it became clear that Paula was utilizing similar parenting practices to those used by her own family when she was young. Fortunately, her children were never removed from her home. Paula learned many things about herself as she worked to successfully complete her case plan. She realized that the way she was disciplining her children was not an effective parenting approach. Though she had previous child welfare involvement, her successful completion of her own case and her advocacy work put her in a position to be a fictive kinship placement for a then-14-year-old whom she still has a relationship with at 23 years of age. Today, Paula is a passionate advocate for parents and families. She believes that keeping the biological family unit together is vitally important, and she thinks that child welfare service staff and others should work toward this common goal. She is a member of the Birth and Foster Parent Partnership. Since 2008, Paula has served as a Commissioner on the Supreme Court of Texas' Children's Commission, a statewide, multidisciplinary collaborative body with membership from the executive, judicial, and legislative branches of Texas government as well as child welfare partners in the private sector.

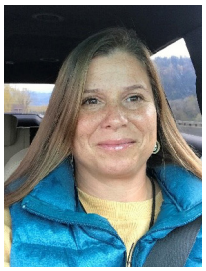
Katie Biron is a foster and adoptive parent. Believing that children do best when all the adults in their life are able to work together as a team, Katie is passionate about helping caregivers and parents build child-centered relationships with each other. Katie started her journey in the world of adoption and foster parenting when she and her husband adopted their first daughter 12 years ago, and then fostered their son, whom they eventually adopted. These and other experiences led her to create Fostering Connections for Families, where she authored a training course on building and maintaining connections between all the important people in a foster child's life. Katie is the co-creator and Program Director of the Family Connections Program™. The Family Connections Program focuses on developing a network of support for families involved in the child welfare system by establishing relationships focused on the child's well-being. This program helps caregivers and parents build a working relationship to maintain essential connections for the child placed in out-of-home care. The goal of the program is to reduce the trauma experienced by children by supporting a positive relationship between the child's parents and caregivers. A legislative bill establishing this program in Washington State was signed into law in April 2020 (House Bill 2525). Katie is a member of numerous committees including the Washington State Department of Youth and Family Services Legislative Oversight Board. She is a member of the Birth and Foster Parent Partnership. Katie blogs about foster care and adoption at the Fostering Connections for Families website.



Stephanie Boyd is a Child Welfare Program Specialist in the Office on Child Abuse and Neglect at the Children's Bureau, where she supports and manages programs to ensure that families are served within their communities. Ms. Boyd has nearly a decade of experience in child welfare, and she has worked on the local and federal levels to optimize outcomes for at-risk populations through strategic planning, evaluation, and community building.



Angela Braxton (she/her) is a Family Consultant with the Capacity Building Center for States. Angela is described by her colleagues as a pioneer and a visionary in the field of family engagement. She is a natural-born leader with an innate ability to encourage, support, and strengthen those working on her team, and to foster team development and consensus within diverse populations. With a servant's heart, Angela knows and appreciates each person and their strengths and uses her leadership skills to serve as a role model to draw out individual and unique contributions. As a national family engagement consultant with over 20 years of lived experience, Angela wears multiple hats when it comes to engagement. Her previous experience includes working as a Family Consultant Coordinator with the Center and as a trainer with the National Child Welfare Workforce Institute's Leadership Academy for Middle Managers in Child Welfare. Angela has served on several national boards and has offered a range of consultancy services that focus on representing the parent voice or perspective. She has extensive experience in working with state and local child welfare agencies and systems, as well as with family partners, to improve child welfare outcomes for children and families by establishing and supporting meaningful family engagement and involvement. Angela is skilled in building collaborative opportunities that develop and sustain system knowledge of meaningful engagement processes. She brings her own expertise and that of others to the table through skillful and effective recruitment, team building, coordination, project management, and authenticity.



Dionne Bronson is a member of the Confederated Tribes of the Umatilla Indian Reservation, and she has fulfilled the role of Indian Child Welfare Act Caseworker in the Department of Children and Family Services for the past two years. She has experience working with young children and their families through the Tribes' Head Start and Family Literacy programs. As a Yellowhawk Tribal Health Center Community Health Representative, she experienced stories, teachings, and values that were shared by older adults and Elders. It is the accumulation of teachings from family and community as well as formal education and career and life experiences that have provided her a foundation to support children and families as they interact with and navigate the child welfare and judicial system. This role allows for the Tribes to work with outside agencies to identify and provide input into system challenges and need for change. The sharing of accurate historical and current events, collaborative problem solving, and shifts in perspective and consciousness will lead to collective healing for the land and all inhabitants.

Aditi Srivastav Bussells, Ph.D., MPH, is the Director of Research at Children's Trust of South Carolina. Through mixed-methods research, Dr. Bussells explores the ways in which public health policies, systems, and programs serving families can be more equitable and reduce disparities in child health and well-being. At the Children's Trust, she oversees the South Carolina Adverse Childhood Experiences Initiative and KIDS COUNT South Carolina, through which she works with communities to make data-driven decisions. Recently, Dr. Bussells received the Hon. Jim Clyburn Health Equity Emerging Leader Award and was recognized as the Best and Brightest Under 35 by Columbia Business Monthly. She received her Ph.D. in public health from the Arnold School of Public Health at the University of South Carolina as a Doris Duke Charitable Foundation Fellow.

Elizabeth Bullock currently serves as a Program Associate at Children and Family Futures (CFF). She provides technical assistance to state and county child welfare jurisdictions for the implementation of the Sobriety Treatment and Recovery Teams (START) model. Ms. Bullock gained direct service and leadership experience through her work with the Indiana Department of Child Services as a Family Case Manager, Supervisor, and Local Office Director. As the Monroe County Child Welfare Director, Ms. Bullock oversaw implementation of the START program and helped institutionalize START principles across the region. Additionally, Ms. Bullock has prior experience working with survivors of domestic violence and sexual assault and has worked in the field of crisis intervention for most of her career. Ms. Bullock has expertise in the areas of child welfare, substance use disorders and recovery, leadership, trauma-informed care, and motivational interviewing. She brings to CFF strong skills in engaging community partners and cross-system collaboration for improved outcomes for children and families. Ms. Bullock earned a B.A. in psychology from Indiana University.

Kimm Campbell, LCSW, is a public administrator with 26 years of experience in human services leadership across the systems of adult and child mental health, child welfare, special education, juvenile justice, domestic violence, homelessness, and substance misuse. Ms. Campbell has designed support services frameworks for mental health agencies, housing authorities, and school districts; created statewide transition services for incarcerated youth; established statewide standards for domestic violence abuser treatment; and participated in the development of state children's mental health plans. She has provided leadership for the establishment of Race Equity in Child Welfare, a collaborative effort aimed at reducing the number of children and families of color engaged in services, and the broad Dismantling Racism Initiative in Broward County, Florida, with the goal of becoming an anti-racist community. Ms. Campbell is a Broward County Assistant County Administrator with oversight responsibilities for Broward County's Human Services, Libraries, Parks and Recreation, Emergency Management, and Cultural Departments. She is a national consultant with the U.S. Department of Justice, Southern Poverty Law Center, and Bazelon Center for Mental Health Law. Ms. Campbell is most passionate about social justice and race equity and approaches her work through this lens.

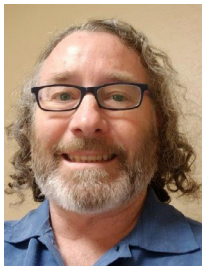
MaryJo Alimena Caruso is a Training and Technical Assistance Coordinator for the FRIENDS National Center for Community-Based Child Abuse Prevention. MaryJo has over 25 years' experience in service delivery and training and technical assistance for child welfare and human service professionals and families. MaryJo has a master's degree in counseling and education with an emphasis in disability issues. Prior to joining FRIENDS, she developed an evidence-based volunteer respite program that has been replicated nationally in faith and community organizations. MaryJo has experience in statewide and national initiatives with program planning and design, curricula and resource development, and working to support parent and practitioner partnerships and parent advisory councils.

Melody Joanne Centeno is a licensed master social worker, motivational speaker, public advocate, psychodrama practitioner, and former foster youth who in 2016 founded Foster Care Unplugged to enrich the lives of children in care through development of positive resiliency skills. She currently serves as CEO of the organization. She has produced many youth-focused projects, including "Foster Care Unplugged: The Stage Play" and annual events including a toy drive, fashion show, and basketball game for youth with the New York City Police Department. She has expanded her focus to assist trafficked foster youth through co-creation and facilitation of the grant-funded Mitigating Trauma Through Drama group model, which fuses psychodrama techniques with trafficking awareness. She is also an applied behavioral analyst, working primarily with autistic children.

Ebony Chambers, who has provided youth and family services for over 17 years, brings both professional and personal life experiences to her work. As a mother who has worked through and navigated multiple systems with her own child, she brings that experience to her work and provides the oversight of advocacy and support to families in the greater Sacramento, Yolo, El Dorado, Napa, and Placer communities. Prior to her role as Chief Officer of Family and Youth Partnership at Stanford Youth Solutions, she worked as an administrator in children's residential care. Ebony is also an instructor for the University of California, Davis (UC Davis) Resource Center for Family-Focused Practice and a national speaker with the Building Bridges Initiative, supporting the transformation of residential services and promoting family-driven care. Chambers also worked with the National Council for Behavioral Health on addressing health disparities within her local community, with a focus on eliminating barriers and increasing access for the lesbian, gay, bisexual, and transgender community. Chambers is the recipient of the 2017 Sacramento Business Journal's 40 Under 40 award for her outstanding professional accomplishments and community involvement. She is actively involved in the community, serving as the Co-Chair of the UC Davis Parent Partner Advisory Committee, and she co-chairs the Mental Health Services Act Steering Committee and other community initiatives.

JooYeun Chang is the Acting Assistant Secretary and Principal Deputy Assistant Secretary at the Administration for Children and Families at the U.S. Department of Health and Human Services. She joined the Biden Administration in February 2021 after serving as the senior deputy director at the Michigan Department of Health and Human Services' Children's Services Agency, where she oversaw the state's child welfare system, including Children's Protective Services, the foster care system, adoption services, and juvenile justice programs. Prior to her work in the Michigan state government, Chang served as a managing director at Casey Family Programs, the nation's largest operating foundation focused on improving the child welfare system. She has led work to identify, develop, and disseminate information about the most promising best practices in child welfare. She previously served as head of the Children's Bureau in the Administration for Children and Families. The Children's Bureau is the first federal agency to focus exclusively on improving the lives of children and families. There, she administered more than $7 billion in federal programming to support national child protection, foster care, guardianship, and adoption programs. Chang earned a bachelor of arts degree from North Carolina State University and a juris doctorate from the University of Miami School of Law.

Athena Cote, MSW, is New Hampshire's Project Director for the Community Collaborations grant and has almost 17 years of experience with New Hampshire's Department of Health and Human Services. During her work with the New Hampshire Division for Children, Youth & Families (DCYF), part of the state's Department of Health and Human Services, Athena worked as a child protection professional and supervisor. She played a critical role in the development of DCYF's 24/7 child protection response, which created infrastructure for DCYF to respond to crisis reports after normal business hours. She has experience as a teaching adjunct at New Hampshire's Plymouth State University providing instruction for the undergraduate Child Welfare and Family Services course and has also provided numerous trainings on child abuse and neglect reporting. In addition to training, she has presented at a number of conferences and national webinars such as New Hampshire Strategies on Engaging Fathers, Developing Trusting Partnerships & Collaborating to Strengthen Families, and the New England Whole Family Approach to Jobs convening. Athena's current role at the Division of Public Health Services is focused on primary and secondary prevention programs, which includes coordination of programs and partners across early childhood systems. Athena serves on the leadership team and is a member of New Hampshire's Early Childhood Integration Team and Whole Families Approach to Jobs Charter and Integration teams. She has a B.A. in sociology from the City University of New York and an MSW from the University of New Hampshire. She is Lean Six Sigma Green Belt trained.



Patrick Daleiden spent 25 years in the hospitality industry before being called to human services. Patrick received a bachelor's degree in economics and literature from the University of California, San Diego; a master's degree in literature from California State University, Sacramento; and his alcohol and other drug (AOD) counselor education from American River College. He has spent the last 19 months working for Bridges Professional Treatment Services and their Rooms for Dads program. Patrick is the father of three grown women and currently resides with a cat in Sacramento, California. He is blessed.

Teka Dempson has a long history of sharing family perspectives not learned in school with child-serving systems. As past president of North Carolina Families United and as past president and current member of the Board of Directors for the National Federation of Families, she has advocated for families at both the state and national level. She is passionate and committed to supporting other parents, caregivers, and youth in being part of system change. Teka serves in the role of birth parent on the North Carolina Child Welfare Family Advisory Council. She shares her experience as the mother and kinship caregiver of young African American men. She uses her voice to share wisdom and lessons learned as a partner in system improvement. Teka believes that systems need to move from involving families to engaging them as invested partners in processes and decision making. Teka also supports family engagement efforts in Durham County as a member of the Durham County Family Engagement Committee and active member of the Durham County community.

Alan J. Dettlaff is Dean of the Graduate College of Social Work at the University of Houston and the inaugural Maconda Brown O'Connor Endowed Dean's Chair. Prior to entering academia, Dean Dettlaff worked as a caseworker and an administrator in the child welfare system, where he specialized in investigations of maltreatment. He received his bachelor's degree in social work from Texas Christian University, and master's in social work and Ph.D. from the University of Texas at Arlington. Dean Dettlaff's work focuses on addressing and eliminating the impacts of structural and institutional racism on Black children and other children of color involved in the child welfare system. He is co-founder of the upEND Movement, a collaborative movement that seeks to end the involuntary separation of children from their parents through abolition of foster care and the child welfare system.

Julie Fliss, MSW, is a Child Welfare Program Specialist with the Children's Bureau's Office on Child Abuse and Neglect and a national expert on child abuse prevention. She has over twenty years of experience in the field of child welfare at the local, state, and federal levels, specifically in the areas of community-based prevention, child protection, continuous quality improvement, and family-centered practice. Her current portfolio includes oversight of and support to initiatives related to community-based child abuse prevention, children and families involved with child welfare and experiencing domestic violence, adverse childhood experiences, and support for Native American/Alaskan Native populations impacted by violence.

Dawnia Flonnoy currently serves as a Senior Program Associate at Children and Family Futures (CFF). In this capacity, she provides technical assistance to state and county child welfare jurisdictions for the implementation of the Sobriety Treatment and Recovery Teams (START) model. Ms. Flonnoy has 22 years of professional social work experience. Ms. Flonnoy's personal experience with familial substance misuse has been a driving force for her career path. Prior to joining CFF, Ms. Flonnoy was employed with the Public Children's Services Administration in Cuyahoga County and Greene County where she worked for both Employment Family Services and Children and Family Services. While with Children and Family Services, she served as a START Social Service Worker and later, as a START Supervisor. While working in child welfare, Ms. Flonnoy was also a part of the Cuyahoga County Family Drug Court team and facilitated monthly meetings with local substance use and mental health providers. Additionally, she has experience providing training on child welfare, prenatal substance exposure, and substance use disorders to university students, hospitals, and community organizations. Ms. Flonnoy has expertise in the areas of child welfare, juvenile court, leadership, teaming, and collaborative practice. She graduated from Wilberforce University with a bachelor of arts in rehabilitation and corrections and obtained her master of arts in justice administration from Tiffin University.

Athena Garcia-Gunn (she/her) is the Capacity Building Center for State's Young Adult Consultant Coordinator. In this role, she is responsible for managing, supervising, coordinating, and project-matching Young Adult Consultants to federal service- delivery projects and products. Ms. Garcia-Gunn leverages her lived and professional experience to provide strategic solutions and coaching support on authentic engagement to enhance the work and the impact to better serve youth and families. Ms. Garcia-Gunn works collaboratively across the Center to provide coaching and guidance on lived experience implementation in the Center for States' process. Previously she served as the Coordinator for the Center for States' Knowledge Management Team. Ms. Garcia-Gunn has more than 10 years of experience supporting youth development programs for transition-aged youth through project management, project coordination, training, counseling, curriculum development, policy, and advocacy. She has served children and families directly in California through higher education readiness programs, transitional housing and emancipation readiness programs, and foster parent licensing programs both in English and Spanish. Ms. Garcia-Gunn began her work in advocacy at the state and federal level, including serving as a federal consultant and subject matter expert to support systems change and implementation nationally. Ms. Garcia-Gunn is also a strong writer and public speaker and, prior to her role at the Center, she leveraged her platform to provide insight, training, coaching, and advocacy to child welfare providers at the local, state, and federal levels.

Taylor German is a Management Analyst at the Child and Family Services Agency (CFSA) for the District of Columbia. She provides data analytics, evaluation, and continuous quality improvement support for CFSA's federal and local primary prevention activities.

Christian Gineste is a Data Scientist at the Child and Family Services Agency (CFSA) for the District of Columbia. He participates in the evaluation of CFSA's evidence-based policies and programs and uses administrative data to prevent the placement of children and youth into the foster care system.

James S. Gordon, M.D., a psychiatrist and former National Institute of Mental Health researcher, is a Clinical Professor at Georgetown Medical School and was Chair of the White House Commission on Complementary and Alternative Medicine Policy. He is the author of "Transforming Trauma: The Path to Hope and Healing," which represents the culmination of his 50 years as a practitioner, teacher, and advocate of integrative approaches to overcoming psychological trauma and stress. In his role as the founder and executive director of The Center for Mind-Body Medicine (CMBM), Dr. Gordon has created and implemented the world's largest and most effective program for healing population-wide trauma. He and his 150 international CMBM faculty have brought this program to war-traumatized populations in the Balkans, the Middle East, and Africa; to first responders, military personnel, and veterans and their families in the U.S.; to communities that have suffered climate-related disasters, endured school shootings, and struggled with the opioid epidemic; and to Native American children and their families—as well as to stressed-out professionals, stay-at-home mothers, inner-city children, White House officials, the U.S. Capitol Police, health professionals and medical students, and people contending with severe emotional and physical illnesses. Dr. Gordon has authored or edited 10 previous books, including "Unstuck: Your Guide to the Seven-stage Journey Out of Depression." He has written often for popular publications including The New York Times, The Washington Post,

The Atlantic, and The Guardian, as well as in professional journals. Dr. Gordon has also served as an expert for such outlets as 60 Minutes, the Today show, Good Morning America, CBS Sunday Morning, Nightline, CNN, MSNBC, and NPR.

Michelle Graef, Ph.D., is a Research Professor at the University of Nebraska–Lincoln Center on Children, Families, and the Law. She is trained as an industrial-organizational psychologist and has worked exclusively in child welfare settings for the past 29 years. Her interests and expertise span three interrelated focus areas: workforce improvement, implementation for systems change, and evaluation research. She began her career focused on child welfare training evaluation and led a team responsible for training needs assessment, training program evaluation, and the development and validation of a competency model for child welfare positions in the state of Nebraska. She has broad experience designing and building the capacity of agencies to implement workforce solutions to improve child welfare staff recruitment, selection, performance evaluation, and retention. As Associate Director of the Midwest Child Welfare Implementation Center (MCWIC), she worked intensively with child welfare agencies in Administration for Children and Families Regions 5 and 7 to implement systemic change initiatives. She is experienced in process, outcome, and cost evaluations, most recently as the principal investigator (PI) of the evaluation of Nebraska's Title IV-E Waiver Demonstration. She is currently the PI and Project Director of the Quality Improvement Center for Workforce Development (QIC-WD), funded by a cooperative agreement with the Children's Bureau to build knowledge to strengthen the child welfare workforce. The QIC-WD is implementing and rigorously evaluating innovative workforce interventions in eight public child welfare jurisdictions across the country.

Alan-Michael S. Graves serves as the Senior Director of Teaching, Capacity Building, and Systems Change with the Good+Foundation, where he focuses on a broad range of multidisciplinary activities from research and program development to training and advocacy for policy change. Currently leading a national initiative on policy change through training social workers on fatherhood engagement, Dr. Graves has worked in the human services field, with extensive experience as a facilitator and administrator, for both public and private agencies for the past 18 years. He has brought these diverse perspectives to his work helping agencies develop, implement, and evaluate interagency systems of care, family partnerships, and community programming. With a doctorate in educational leadership, Dr. Graves utilizes his knowledge and experience to impact the lives of children strategically and positively through his work with parents.

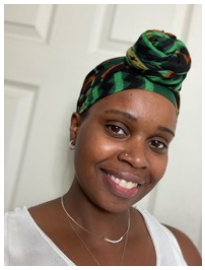
Laura Guay, MSW, is the Training and Technical Assistance Manager for the National Native Children's Trauma Center. Laura received her master of social work from the University of Montana. The focus of Laura's professional career has surrounded child welfare and trauma-informed systems of care. Laura has experience providing direct child protective services, supervision, and workforce development. Her work with the National Native Children's Trauma Center has focused on trauma-informed system change across tribal programs serving children and families. Much of this work is guided by culturally adapting assessments that guide implementation and evaluation of training and technical assistance that is responsive to the specific goals of each tribal program and community. Examples of this work include facilitating agency-wide visioning sessions and focus groups with tribal leadership, agency management, field staff, and community stakeholders, as well as practice mapping case flow, form requirements, and cross-agency integration points, all with the purpose of gathering robust data to guide decision making. Laura has supported the development of on-site leadership teams, facilitating the group process in the selection of desired trauma- and resiliency-focused outcomes along with the identification of a measurable path toward accomplishment. Most recently, Laura has supported the development of a new curriculum and training of trainers titled Trauma and Resiliency in Tribal Communities that focuses on equipping local stakeholders to adapt, provide training in, and sustain trauma-informed approaches throughout their tribal communities.

Kristine Gunningham, LSW, is a Young Adult Consultant and Coach with the Capacity Building Center for States. Kristine is a clinical therapist dedicated to improving the lives of youth living in out-of-home placement for both youth and their families. She holds two additional certifications in mindfulness across the lifespan and complex trauma. She is also trained to provide the "I am" curriculum, a clinical toolkit for shaping healthy male and female identities and aimed at preventing sex trafficking. Outside of being a therapist for adolescents, she also facilitates grief and loss support groups for adults who have lost a loved one. To balance out her clinical work, she works with the Capacity Building Center for States, which works with public child welfare agencies in effectively initiating and sustaining change and innovation to achieve improved system, organizational, and program performance. Kristine has worked in child welfare for over five years, and her passion for improving policy and practice is derived from her own personal experience within the foster care system. Her experience in child welfare program areas includes direct clinical practice, sex-specific treatment, group facilitation, trauma-informed care, mindfulness, advocacy, and program development.

Jennifer Miller Haight is the Director of the Division of Performance Measurement and Improvement at the Children's Bureau (CB) housed in the Administration for Children and Families within the U.S. Department of Health and Human Services. In that role, she oversees the Child Family Services Review process and Data Analytics and Reporting Team. The Division is responsible for data collection, analysis, and reporting of state-level data reported to the CB through mandated data collection. Prior to joining CB, Jennifer spent 19 years at Chapin Hall at the University of Chicago, where she worked as Policy Fellow and as a senior staff member at the Center for State Child Welfare Data. Jennifer started her policy career as a Senior Budget Examiner for the New York Budget Division, where she was responsible for developing, implementing, and monitoring the New York state corrections budget.

Elliott Orrin Hinkle (they/them) is a Young Adult Consultant and Coach with the Capacity Building Center for States and a youth development subject matter expert. Elliott is an alumnus of the Wyoming foster care system. They are an advocate for child welfare, mental health, and the LGBTQ population. They graduated from Portland State University (PSU) in June of 2016 with a bachelor's degree in women, gender, sexuality, and queer studies. While completing their degree, they worked at the Regional Research Institute (RRI) at PSU as a coach on the My Life and Better Futures projects. Nationally, they work as a consultant to the national Capacity Building Center for States at ICF International and at JBS International working on the National Youth in Transition Database. Since 2014, they have been a trainer of Youth Thrive and recently were certified to train on Youth Thrive for Youth. They have served as Commissioner and Vice Chair to the Oregon Governor's Child Foster Care Advisory Commission. They were a My Life coach and LGBTQ specialist on the PDX-Connect team at New Avenues for Youth in Portland, Oregon, before accepting a new position at the RRI. They are currently the Youth/Young Adult Coordinator for the Oregon Healthy Transitions Grant at PSU. Elliott is also a member of the LGBTQ Xchange for Change team and is the Executive Editor and Co-Host of the "Xchanges" podcast.

Alyson Ilstrup is the Director of Family Support Programs at The Parenting Place in La Crosse, Wisconsin. After graduating from the University of Minnesota Duluth and serving a term with AmeriCorps, she started her work at The Parenting Place as a Parent Educator. Fourteen years later, she hasn't left! Alyson has worked in a variety of programs directly supporting parents, caregivers, and now staff. One of her favorite parts of her work is the constant need for program innovation and adaptation to meet the current needs of families in the community.



Arlene Samuel Jones (she/her) is a Family Consultant with the Capacity Building Center for States. Arlene began leveraging her child welfare and homeless lived experiences with the child welfare and homeless systems in 2005. A Wright State University graduate, Arlene demonstrates her dedication to improving outcomes in systems that assist families and youth by serving as a founding member of the Ohio Youth Advisory Board, engaging families as a Court Appointed Special Advocate, and working toward permanency as a child welfare caseworker and multisystem coordination as a youth housing specialist. Arlene also works with the Ohio Child Welfare Training Program as a trainer, consultant, and curriculum developer. In addition, she serves as co-chair of Ohio's Bridges Program Implementation Advisory Council and is a member of the state's Permanency Roundtable Advisory Council. Recently, Arlene has worked with a legislative advocacy organization in Ohio to help develop language for new state policy relevant to implementation of the Family First Prevention Services Act and has provided training and education to public children's services agencies on implications of the new legislation for the agencies and their caregivers.

The Honorable Aurora Martinez Jones is elected to the 126th District Court bench and is responsible for oversight and administration of all Travis County Termination of Parental Rights civil lawsuits filed on behalf of the Texas Department of Family and Protective Services. She was sworn in on January 1, 2021. Prior to that, she was the Associate Judge dedicated to Travis County Child Protective Services Courts. Judge Martinez Jones attended college at The University of Texas at Austin (UT) and law school at UT School of Law. Upon receiving her law license, she started her own law firm. As an attorney, Aurora Martinez Jones practiced primarily in child welfare law, juvenile justice, personal injury, probate, real estate, family law, and civil litigation. She is board certified in child welfare law and is a Child Welfare Law Specialist certified by the National Association of Counsel for Children (NACC). Judge Martinez Jones is the presiding judge for the Travis County Family Drug Treatment Court: Parenting in Recovery specialty court. She has held several community leadership positions, including past positions as Chair of the Texas Children's Justice Act Task Force and President of the Austin Black Lawyers Association, as well as current positions on the boards of the Child Protection Law Section of the State Bar of Texas and the National Council of Juvenile and Family Court Judges, and as Texas State Coordinator for the NACC. Judge Martinez Jones and her husband, Mitchell Jones, are the proud parents of two precious little girls.

Shelley Keeble is a Family Partner with Stanford Sierra Youth & Families. Shelley has years of lived experience in the mental health system of care as a client and parent. As a parent and advocate, Shelley has walked through and supported parents with LGBTQ+ needs. With 15 years of experience providing play-based early childhood education in a cooperative environment and family history of generational trauma, she brings support through a variety of lenses to her current position as a Family Partner. Shelley uses her lived experience to support and empower families to self-advocate, ensuring their voices are heard in mental health, educational, and child welfare systems of care.

Cara Kelly, Ph.D., is a Child Welfare Program Specialist at the Children's Bureau's Office on Child Abuse and Neglect. Her portfolio includes: the National Child Abuse and Neglect Data System, the National Data Archive on Child Abuse and Neglect, the Title IV-E Family First Prevention Services Program, and the Supporting Evidence Building in Child Welfare Project. Prior to joining the Children's Bureau, she studied child and family well-being at the Center for Child Well-Being at Arizona State University, and practiced as a professional social worker for many years across public and private child welfare sectors. Cara holds an MSW and Ph.D. in Social Work from Arizona State University.

Dianne Kelly, M.S., LPC, LMHC, is a Children and Families Program Specialist with the Children's Bureau (CB). Dianne is a CB "equity ambassador" and serves on the Advancing Racial Equity Committee. She has over 25 years of experience in child welfare practice and administration, policy and program development, training, and clinical services. Dianne's career reflects her deep affinity for serving children and families and the practitioners that serve them. She is a member of BLK Child Welfare, a healing, learning, and advocacy space for child welfare practitioners. She has a master of science degree in Human Services Counseling and is a licensed clinician in Georgia and Florida.

Lauren Kelso, MSW, is a Child Welfare/Juvenile Justice Training and Technical Assistance Specialist with the National Native Children's Trauma Center (NNCTC) who delivers training and technical assistance (TTA) to advance trauma-informed care in child welfare (CW) and juvenile justice (JJ) settings, including system-level assessments and implementation recommendations. She also assists with product development and cultural adaptation projects and participates in National Child Traumatic Stress Network committees. Lauren has worked in human services for over 14 years with a focus on children and families. Her educational background in psychology, qualitative research, management information systems, and social work has helped mold her expertise over the past five years in system-level assessment and implementation recommendations to advance trauma-informed and trauma-responsive policies, procedures, practices, and professional development trainings for various programs and agencies. In addition to system-level work, Lauren has co-developed, adapted, piloted, and provided various products, trainings, and presentations related to foundational knowledge of and responses to psychological trauma; the developmental impacts and long-term consequences of childhood trauma; recognizing and responding to secondary traumatic stress; and ways to assist youth and adults struggling with suicide ideation, mental health crises, and substance use. Coupled with her role at NNCTC, Lauren's experiences in frontline child protection, youth and family mental health, child abuse and neglect prevention, and direct advocacy work with the children of sexual and domestic violence survivors position her well to deliver TTA in CW and JJ settings.

Marquetta King and her husband have provided treatment foster care to children in Maryland for the past 11 years. While their focus has primarily been with teenage boys, they recently stretched their boundaries and accepted two teenage girls. In addition to providing foster care, they also provide respite for other foster parents. After enjoying a 20-year civilian career with the Navy as an accountant, bookkeeper, and auditor, Marquetta responded to the call of becoming an advocate and voice for foster and adoptive children. She often reviews state policy and procedures to provide support to other foster parents. She is a member of her agency's Foster Parent Advisory Board. She has also served on the board of Together as Adoptive Parents, Inc. (TAP) for over 12 years. TAP is a nonprofit adoptive, foster, and kinship parent support group. Its purposes are to recruit families to adopt youth from the foster care system and to be a continuing support network to those families once they have started the adoption process. Since moving from Pennsylvania to Maryland, Marquetta has taken an active role in recruiting families to become foster parents to youth in the Harford County area. Marquetta is a member of the Birth and Foster Parent Partnership.

Nicole L. Kovski, MPP, is a Ph.D. candidate at the Evans School of Public Policy & Governance at the University of Washington. Her research focuses on public policies that influence parental economic hardship and family well-being. She received a B.A. in economics from Emory University and an M.S. in applied economics from Oregon State University.

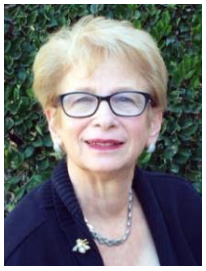
Sherril Kuhns is the Federal Policy and Resources Manager for Oregon's Child Welfare division, part of the Oregon Department of Human Services. She has been with the agency for 21 years and has held a role connected to federal funding throughout her tenure. Her areas of responsibility span all of the federal eligibility programs, compliance with and implementation of all federal regulations, federal reporting, cost allocation, and federal funding pass-through agreements. She works in partnership with child welfare program managers, budget analysts, financial administration, community partners, and Oregon's nine federally recognized tribes to maximize the use of federal resources to improve outcomes for the children and families of Oregon.

Maddy Langan is a Young Adult Consultant with the Capacity Building Center for States. Maddy is a current Georgetown University undergraduate pursuing a bachelor's degree in sociology. Maddy identifies as a bisexual, Hispanic, and Filipina woman. She grew up in Portland, Oregon, and was placed in and out of the Oregon foster care system from ages 6 months to 10 years old. Within her experience in care, Maddy witnessed kinship care, stranger care, domestic abuse, drug misuse, and the importance of siblings remaining together during various placements. Maddy eventually used her experience in the Oregon foster care system to work toward transforming the system. She began advocating for youth voice in the system at age 15 with Oregon Foster Youth Connection. Her work in Salem and with the organization eventually led to her job at Portland State University as an Assistant Researcher at age 17. At Portland State University, Maddy continued her advocacy for youth involvement by helping craft a coding system for reading youth interviews. At Georgetown University, Maddy continues to advocate for foster youth including being accepted into the 2020–2021 Shadow Day Interns on Capitol Hill through the National Foster Youth Institute. Other important causes include LGBTQ+ rights and the importance of culturally responsible systems. Maddy leverages her roles on campus in the College Academic Council and the Student Association by pushing for the visibility of these often-underrepresented groups.

Tara Linh Leaman, JD, serves as Program Director of Westchester Building Futures at the Westchester County Department of Social Services (WCDSS). Westchester Building Futures seeks to eliminate youth homelessness among at-risk youth and young adults with child welfare or foster care histories. Westchester County was one of six jurisdictions nationally to receive both the Phase I Planning and Phase II Implementation Youth At-Risk of Homelessness awards from the Children's Bureau. In addition, to support Westchester Building Futures' implementation goals, the Center for the Study of Social Policy selected WCDSS to join their Youth Thrive initiative. Tara also helps to lead a team of experienced child and youth welfare leaders and change agents in achieving its Family First Prevention Services Act implementation goals. As an alumnus of international foster care and experienced transracial adoptee, Tara knows well the challenges and rewards of transforming adversity to resilience. She is also co-founder and Vice President of AmerAsians Building Bridges, Inc., which serves Vietnamese AmerAsians in central Vietnam and the Greater Washington, D.C., metropolitan area, as well as providing training and resources that enrich the lives of members of adoptive and foster care families and their allies. She has worked internationally and nationally advancing social justice. Tara has served on Family Equality Council's National Board of Advisers and is a former board member of Holt International Children's Services, which is the adoption agency that Tara's parents adopted her from in 1974. She is a graduate of Cornell University and Georgetown Law.

Natalie A. Leek has over 30 years of experience in nonprofit and corporate environments focused on program development, data and outcome measures, advocacy, marketing, fundraising, and education. Since 2001, she has been the CEO and President of Providence House, Inc., a nonprofit crisis nursery for infants and children that focuses on keeping kids safe and families together. During her tenure at Ohio's first licensed crisis nursery, Natalie has quadrupled the organization's service capacity and revenues, engaged broad audiences in support of her agency, and positioned Providence House as a nationally recognized leader in child abuse prevention, family preservation, and foster care diversion. Natalie is deeply committed to collaboration and community engagement in nonprofit and public sectors. She is a thought leader,

educator, and advocate at state and national levels on child welfare issues and policy barriers impacting families in poverty. She has served on several nonprofit boards, presents and lectures regularly at conferences and universities, and consults with parties across the U.S. who strive to adopt the unique program model she has developed at Providence House. Natalie has received many prestigious awards, including The Medical Mutual Pillar Award for Nonprofit Executive of the Year, Crain's Cleveland Business Women of Note and Notable Women in Nonprofits awards, the Smart Business News Progressive Woman award, and the Community Shares Eleanor Gerson Leadership in Social Justice Award. A lifelong member of the Cleveland community, Natalie lives in Rocky River with her teenage sons and enjoys working in her art studio, reading, gardening, and home renovation.



Meryl Levine, ACSW, M.S.S.A., is a Senior Associate with the Children's Trust Fund Alliance (Alliance). She is the lead on several parent engagement projects including the Birth Parent National Network, the Casey Family Programs Birth Parent Advisory Committee, Birth and Foster Parent Partnership, and the Parent Partner Learning Collaborative. She has over 30 years of experience managing child maltreatment prevention, family support, and out-of-home placement programs using a strengths-based approach and helping to build protective factors in families. She has directed many national and state parent partnership initiatives and conferences to engage parents as partners in programmatic and policy decisions to improve services and outcomes for families. She has expertise in providing training and technical assistance to community groups, organizations, programs, and service systems to build capacity and successfully implement strategies and systems reforms to improve outcomes for children and families.

Sallye R. Longshore is the Director of the Alabama Department of Child Abuse and Neglect Prevention (ADCANP), The Children's Trust Fund. Ms. Longshore was appointed to this position in 2013 and reappointed by Governor Ivey in 2017. ADCANP also serves as the state chapter of Prevent Child Abuse America. Ms. Longshore serves on numerous state boards and task forces, including the Governor's Office of Workforce and Education Transformation, the Governor's Human Trafficking Task Force, and the Governor's Children's Cabinet. Ms. Longshore has served on the Board of Directors of the Children's Trust Fund Alliance and served on the Chapter Network Executive Council of Prevent Child Abuse America. She has worked in the fields of education and child advocacy for 46 years. She and her husband, Will, are the proud parents of five grown children and grandparents to a granddaughter.

Alicia Luckie is the Training and Technical Assistance Supervisor for the FRIENDS National Center for Community-Based Child Abuse Prevention (CBCAP). Alicia joined FRIENDS in 2005 as a member of the training and technical assistance team. She has worked over the past 15 years with CBCAP leads to provide universal and targeted on-site training and technical assistance. Alicia has worked in the child abuse and neglect prevention field for over 20 years. Before joining FRIENDS, Alicia worked for the Alabama Department of Child Abuse and Neglect Prevention, The Children's Trust Fund as the Deputy Director and CBCAP Program Director. Alicia has a master's degree in counseling and human development with an emphasis in early childhood and adolescence. She has extensive knowledge in local and statewide network development, evidence-based practice in prevention, and program development and implementation. Alicia has experience in working with local, state, and federal governments; public-private partnerships; and evaluation. She has provided workshops and trainings in prevention at the state and national level.

Miranda Lynch-Smith is Deputy Assistant Secretary for Human Services Policy in the Office of the Assistant Secretary for Planning and Evaluation. In this role, she leads the U.S. Department of Health and Human Services' (HHS') portfolio on policy research, analysis, evaluation, and coordination related to poverty measurement, early childhood education and child welfare, and family and community strengthening with a priority on equity, upstream prevention, well-being, and incorporating lived expertise. Prior to joining the Biden administration, Ms. Lynch-Smith was a Policy Fellow at Chapin Hall at the University of Chicago. At Chapin Hall, she provided strategic guidance and capacity building to child welfare agencies to help them

enhance their performance and services for families, leverage funding and policy opportunities, and become more prevention- and well-being-oriented. Ms. Lynch-Smith worked directly with public and private decision-makers to translate and use evidence in decision making; establish well-functioning continuous quality improvement systems and processes; and restructure and align systems, policy, and financial investments toward equitable outcomes for families and children. Before joining Chapin Hall, Ms. Lynch-Smith was a career employee at HHS for 20 years working to develop policy and embed program improvement in child welfare systems and provide technical assistance in other human service programs. Ms. Lynch-Smith received her bachelor of arts from Douglass College and master of science from the Bloustein School of Planning and Public Policy, both at Rutgers University.

E. Susana Mariscal, Ph.D., MSW, is an Associate Professor at the Indiana University School of Social Work. She is a community-engaged scholar with an active research agenda centered on the prevention of child maltreatment and promotion of resilience among children and families, particularly those who identify as Latinx. Dr. Mariscal has led several federally funded projects involving evaluation of evidence-based services in community settings, and her work continues to explore the intersections of child maltreatment, domestic violence, and substance use. She is the principal investigator and director of the Strengthening Indiana Families project, funded by a Children's Bureau Community Collaborations grant focusing on primary child maltreatment prevention through cross-system collaboration.

Lisa Merkel-Holguin is Associate Professor, Pediatrics at the Kempe Center at the University of Colorado and Director of the National Center on Family Group Decision Making. She has nearly 30 years of experience in identifying, developing, and implementing innovative child welfare reforms, particularly in the areas of child and family safety, permanency, and well-being. These reforms include family group decision making and differential response, both of which humanize the child welfare system, give professionals the opportunity to build helping relationships with families and organize services to meet their needs, and position families as leaders. She has supported implementation of numerous evidence-based and -informed innovations in child welfare agencies in over 40 states and several Canadian provinces. As a principal investigator and senior research analyst, she has led numerous evaluations in child welfare, including three Family Connection grants studying the impacts of different types of family meetings, child abuse prevention programs, and the National Quality Improvement Center on Differential Response in Child Protective Services. She is also the Implementation Director for the Quality Improvement Center for Workforce Development. Most recently, she launched the Kempe Center's Call to Action to Change Child Welfare, the first international conference of its kind that is encouraging courageous conversations and eliciting solutions that mobilize and recognize child, family, and community leadership. As part of this work, she is convening an international community of practice to delve into the issues of racism, sexism, classism, oppression, and othering that are deeply embedded in formal child welfare systems around the world.

Darcey Merritt, Ph.D., MSW, is an Associate Professor at the New York University (NYU) Silver School of Social Work and a Faculty Fellow at the School's McSilver Institute for Poverty Policy and Research. She is a Co-Editor-in-Chief for Children and Youth Services Review; a member of the editorial board for Child Maltreatment; a member of the boards of the Society for Social Work and Research, Child Welfare League of America, and Citizens' Committee for Children of New York; and Chairperson of the NYU Tenured/Tenure-Track Faculty Senate. Dr. Merritt has extensive experience as a practitioner in private and public child welfare systems, and as a researcher with interests including child maltreatment prevention, maltreatment type definitional issues, neighborhood structural impact on maltreatment, and experiences of those served by public child welfare systems. Specifically, her research focuses on parenting in socioeconomic context, considering the impact of working memory on parental decision making. Her scholarship provides empirical, meaningful knowledge useful in bolstering child and family well-being by contributing their voices to discussion of prevention methods utilizing a racial and social justice lens. Dr. Merritt's research has been widely published, and she has presented keynote addresses and research at national and international conferences. Her current work advances understanding of parenting in traumatic environments, oppressive

systems oversight surveillance, and correlations between the chronic trauma of unintentional child neglect and family well-being outcomes. Dr. Merritt earned her MSW and Ph.D. in social welfare from the UCLA Luskin School of Public Affairs and her B.A. from Sarah Lawrence College.

Aaron Miller is the Family Strengthening Director in the Division of Community and Family Support, part of the Office of Early Childhood within the Colorado Department of Human Services. This position provides leadership for the state's family strengthening programs including home visiting, family resource centers, and the primary and secondary child maltreatment prevention programs and strategies. He serves as the state lead on the Strengthening Families National Network and as a co-chair of the Colorado Strengthening Families Network. Mr. Miller has led two state-sponsored evaluations of the Colorado Community Response to understand the effectiveness of the program for preventing child abuse and neglect. Mr. Miller received his master's degree in social work from Metropolitan State University of Denver in 2013. His degree focus on macro-level social work ignited his passion for identifying large-scale social problems and collaborating on solutions that make a positive change at the state and community level.

Churmell Mitchell is a single father of two beautiful children: Prince, who is 8, and Princess, who is 7. Churmell has gained extensive experience and knowledge in leadership roles in community-based outreach programs as well as special event planning. Over the past two years, he has served as the Fatherhood Director at the Child Care Resource Center and gained experience in managing and interacting with staff members from diverse backgrounds. In this leadership position, he has built solid relationships through effective communication while providing a superior level of client service. In addition, while working with juvenile students at Lee Count Youth Development Center, he has helped to empower young men and women to make positive life choices for themselves. Churmell has a bachelor of science in physical activity and health from Auburn University. His professional expertise lies in successfully planning, developing, and executing a wide variety of successful events, research-based programs, and activities. He sees himself in a vital role to empower a diverse group of individuals in multiple communities. As an accomplished event planner and community leader, he is confident that he will significantly contribute to the success of the work of the Alabama Parent Advisory Council. Churmell loves to sing, play instruments, cook, travel, and love people. He loves finding ways to love others beyond the current hurt they have experienced. He wishes to own his own business that gives back to the homeless community, finding ways to get them back into society as healthy human beings.

Linda Mitchell has 37 years of experience in public child welfare at the state and federal level. She started her career as a Child Protective Service worker and supervisor at the New Hampshire Division for Children, Youth and Families. She serves as the Team Leader of the Children's Bureau Child and Family Services Review (CFSR) Unit and has held this position since the CFSRs began in 2001.

Rena Z. Mohamed, M.A., is the Director of Outcomes Improvement at the Social Services Administration (SSA) within the Maryland Department of Human Services. Ms. Mohamed has served in this capacity since August 2016 and currently leads Maryland's Family First Prevention Services Act implementation, oversees federal reporting, and serves as liaison to the Children's Bureau. In her tenure, she has supported continuous quality improvement, workforce development, Maryland's title IV-E waiver, and practice innovations. Prior to joining SSA, Ms. Mohamed served as the Director of Policy and Practice at Baltimore City Department of Social Services (BCDSS). In this role, Ms. Mohamed oversaw a number of support services for caseworkers, including health and education, as well as BCDSS's workforce development and quality improvement units. In addition, Ms. Mohamed led BCDSS's effort to transform into a trauma-responsive child welfare

system. Ms. Mohamed has over 20 years of experience in the field of mental health. During her career, she has worked with Head Start and elementary schools across the United States, serving in various roles including mental health consultant, education specialist, and trainer; as well as within Maryland's mental health, education, and juvenile justice systems. Ms. Mohamed brings expertise in system design, implementation science, and supporting local communities and the state in building mental health systems and services for children. Ms. Mohamed received a master's degree in clinical psychology from Loyola College.

Alex Morales retired in 2018 as President and CEO of Children's Bureau of Southern California, a nonprofit leader in prevention and treatment of child abuse, mental health, family support, child development, and community building that has served Southern California since 1904. Under Alex's leadership, Children's Bureau formed an ambitious, visionary plan to create a national model: the Magnolia Community Initiative, which seeks to help all 35,000 children and youth within its catchment area succeed in education and health and receive nurturing care and economic stability from their families and community. An advocate for primary prevention and community wellness at local, state, and national levels, Alex serves on the Child Welfare League of America's Board and the California Office of Child Abuse Prevention Citizen Review Panel, and he consults on a collective impact initiative to increase recruitment and support of Los Angeles County foster families. Alex has an MSW from the University of Southern California and a B.A. in physics. Honors include a 2018 George D. Nickel Award for Outstanding Professional Services by a Social Worker, a 2014 Annenberg Foundation Visionary Leader award, being chosen as a finalist for a 2014 James Irvine Foundation Leadership Award, and a 2008 Social Worker of the Year award. Alex's parents immigrated to the United States from Mexico. He likes to say that he had great parents, but the real question is what made them great? He is driven by the fact that so many other individuals and organizations helped make them great.

Annette Morrison is a Program Associate and Conferences Task Lead for the National Center on Substance Abuse and Child Welfare program at the Center for Children and Family Futures. In this role, she supports team members on federally funded grants by providing expertise on collaborative practice efforts to improve outcomes for children, parents, and families affected by trauma, substance use, and mental health disorders. She has proven abilities in project coordination, presentation development, conference and event management, and creation of technical assistance products. Ms. Morrison holds a master's degree in English from California State University, Fullerton and resides in Portland, Oregon.

Rebecca Murray joined the Child Abuse and Neglect Prevention Board in 2011 and is currently the Executive Director. In her previous position at the Prevention Board, Ms. Murray administered the grants program and provided technical assistance to the Prevention Board grantees, including the Community Response Program. She was the Prevention Board's contact for the Community Response Program and Project GAIN (Getting Access to Income Now) evaluations. Ms. Murray is a certified trainer for "Bringing the Protective Factors Framework to Life in Your Work" and a Triple P Seminars accredited practitioner. She received her bachelor's degree in communication arts and a master of business administration from the University of Wisconsin-Eau Claire.

Donna Hunt O'Brien is the Vice President of Professional and Program Development at Parents as Teachers National Center. For over 25 years, Ms. Hunt O'Brien has worked in the fields of early childhood education, parenting education, and family support as a practitioner, trainer, faculty member, author, and director. At Parents as Teachers National Center, she guides and oversees an international system to design and deliver high-quality curricula, programming, and training for professionals supporting families from pregnancy to kindergarten. Learning from the field and innovating has supported Parents as Teachers and all family support professionals in remaining relevant to families, even within a global pandemic.

Allyson (Ally) Warner Orozco, MSW, LCSW, is the Director of Family Connections. She has worked in the social work field since 2013, after obtaining her graduate degree from the Jane Addams School of Social Work at the University of Illinois at Chicago. She began her career as a school social worker within the Chicago Public School system, serving marginalized and low-income populations. In 2017, Ally relocated to Colorado Springs, started serving Family Connections – Catholic Charities of Central Colorado as a Social Work Field Supervisor, and then took on a full-time role as a Family Life Coach and Program Manager of the Colorado Community Response (CCR) Program. In May 2021, she accepted a promotion to the role of Director of Family Connections. Ally has a reputation for strong leadership at the state level, within the CCR Program playing a key role in developing onboarding and staff development trainings, and helping other sites work toward program fidelity markers. She enjoys sharing all the powerful outcomes she has seen from families' active participation in the CCR model. Overall, Ally has a passion for ensuring evidence-based, family-strengthening practices are utilized to empower and partner with those families seeking support from Family Connections.

Robert (Tony) Parsons (he/him) is a Young Adult Consultant with the Capacity Building Center for States and a Federal Policy Specialist with Youth Villages. He is a dynamic advocate for child welfare reform with a strong interest in elevating youth voice, building coalitions and partnerships, and creating a family- and youth-centered child welfare system. Robert started his career in child welfare as a Foster Youth Intern with the Congressional Coalition on Adoption Institute in summer 2014. That summer he crafted a policy proposal aimed at achieving permanency more quickly by increasing the legal role of foster parents. After his internship, Robert continued exploring the role that policy and data play in the lives of foster youth through extensive coursework, culminating in an undergraduate thesis focused on foster care. Professionally, Robert has worked with children, youth, and families in multiple settings. In education, Robert learned the importance of engaging youth and learning from their expertise. He launched the first leadership team of his program. When he returned to advocacy, he honed his ability to facilitate trainings and give presentations. He wrote and delivered a curriculum for counselors aimed at helping foster youth attend college. At Youth Villages, Robert manages a diverse policy portfolio including the Family First Prevention Services Act, Medicaid, primary prevention, and juvenile justice. He has also presented on multiple panels and meetings with leaders of all levels. Outside of work, Robert enjoys leadership roles with a variety of organizations and boards.

Megan Paul, Ph.D., is a Research Associate Professor at the University of Nebraska–Lincoln Center on Children, Families, and the Law. She is an industrial-organizational psychologist who has worked exclusively in child welfare for over 20 years. She has a range of knowledge, skills, and experience in personnel psychology, training, organizational development, research and evaluation, and child welfare. She currently conducts child welfare training development and evaluation for the Nebraska Department of Health and Human Services Division of Children and Family Services and is the Lead Workforce Specialist for the Quality Improvement Center for Workforce Development.

Timothy Phipps is the father of one son and one daughter. As a single father, he became involved in the child welfare system because of his alcohol and drug addiction, homelessness, and his inability to provide a safe and healthy environment for his daughter. He successfully turned his life around after participating in intensive inpatient treatment services, parent support groups, numerous parenting classes, relapse prevention, and anger management. He has now been clean and sober for 11 years and continues to be actively involved in recovery. He was reunited with his daughter 10 years ago and is very committed to providing her with a caring and safe home environment. Timothy currently works as a Parent Mentor with Morrison Child and Family Services. In this role, he provides one-to-one mentoring for fathers involved in the child welfare system to help them regain custody of their children or rebuild healthy, consistent relationships with them. He has been a founding member of the Fathers Advisory Board in Multnomah County and a founding member of the Parent Advisory Council in the state of Oregon. Timothy is dedicated to making system changes to help fathers engage in services once they

enter the child welfare system. He is strongly committed to helping fathers learn to advocate for themselves and their children; work to successfully achieve their case plans; build healthy, natural support systems; and become positive role models for their children, families, and communities. He is a member of the Birth and Foster Parent Partnership.

Kayla Powell (she/her) is a Young Adult Consultant with the Capacity Building Center for States. Kayla is a relentless and passionate advocate and leader for systems change, transformational relationships, and positive youth development. She is the state of Iowa's National Youth in Transition Database (NYTD) and Youth Development Coordinator, overseeing the state's NYTD efforts and advancing youth engagement and positive youth development within state agencies. She formerly served Ottumwa's YMCA, leading their youth development, social-emotional development, and equity and inclusion efforts. Kayla is a child welfare consultant with various organizations, including the Youth Policy Institute of Iowa, a network partner of the Jim Casey Youth Opportunities Initiative. She is a federal NYTD Reviewer with JBS, Inc. and serves as a member of Annie E. Casey's Young Leaders Policy Council and Iowa's Child Protection Council and State Citizen Review Board. Kayla is also a Court Appointed Special Advocate (CASA) to older youth in foster care. She has spoken at Harvard University, the National CASA Conference, several Jim Casey Youth Opportunities Initiative convenings, Iowa's Annual Judicial and Child Welfare Conference, and many more sites and events.

S. Colleen Puckett is a member of the Georgia Parent Advisory Council, owner of Families' Anchor, podcast host on "The 'F' Word: Foster Care," and the Manager of Client Care at Good Legal Firm. Through her lived experience in the child welfare system with her family, Colleen became one of the first Parent Navigators in Georgia, mentoring and supporting parents currently walking through the system. She facilitates biweekly parent support groups for parents in the Georgia child welfare system as well as a biweekly reunification support group for parents. Colleen has served as a Parent Fellow with the Children's Trust Fund Alliance and Casey Family Programs. She also participates in the Birth Parent National Network and the Birth and Foster Parent Partnership. Colleen was awarded as a Birth Parent Reunification Hero in 2021. She has presented several times to the Georgia Child Welfare Summit, American Bar Association (ABA) National Parents' Attorneys Conference, ABA Children and the Law Conference, and the National Conference for the National Association of Counsel for Children. She has taught at the Youth Law Conference, Region IV Parent Attorney Leadership Summit, Child Welfare Law Specialist Meeting, and DeKalb County Parents' Attorney Conference. She has also presented several times to Georgia Division of Family and Children Services webinars.

Penny Putnam-Collins, MPA, has more than 32 years of experience in child welfare practice, administration, training, program evaluation, research, and resource development. Throughout her career, her focus has been on best practice, the engagement of families, a well-trained child welfare workforce, and multidisciplinary partnerships to ensure child safety and improved well-being for children and families. Her experience includes frontline casework and supervision, county administration, conducting state quality assurance reviews, and serving as the lead state child welfare trainer. When she joined ICF in 2008, she was assigned to the Child Welfare Monitoring Project for Round 2 of the Federal Child and Family Services Reviews. As Program Manager with Child Welfare Information Gateway, Ms. Putnam-Collins was responsible for content development for the Family Engagement Inventory microsite, as well as for interviewing and writing reports on various Children's Bureau discretionary grant projects. She was the subject matter expert for various website sections and tasks, and she served as researcher and primary author of four reports to Congress. As Senior Manager of Child Welfare Strategic Initiatives for Information Gateway, she supervised a team of child welfare subject matter experts, the development of strategic partnerships, and audience engagement. Currently an independent child welfare consultant, Ms. Putnam-Collins works on several federal grants and projects including the Capacity Building Center for States and the Prenatal Alcohol and Other Drug Exposures Identification and Care Project, and she is an Implementation Specialist with the Quality Improvement Center for Workforce Development.

Anthony Queen is dedicated to promoting the health and well-being of African American and Latinx families with children from pregnancy through early childhood, and to eliminating racial disparities in birth outcomes. He is trained in such areas as Strengthening Families, Adaptive Schools Foundation, the InsideOut Dad® Initiative, the Parent Ambassador Program, and quality improvement processes. He is a trainer for Parents Partnering for Change. Mr. Queen specializes in going into underserved communities to connect parents (emphasis on fathers) with services and supports that they don't even know exist, and improving those services through his learned experiences. He is a parent representative with three national organizations: the Center for the Study of Social Policy, Center for Community-Based Child Abuse Prevention, and Early Relational Health.

Kaylene Quinones, a licensed social worker, has been working with youth and families in the Community Based Services Department of The Children's Village for the past decade. She is a founding member of Bravehearts M.O.V.E. New York, a youth movement and nonprofit mentored under The Children's Village with a goal of improving the child welfare system through collaborative efforts with stakeholders in youth-serving systems. Bravehearts empowers youth to turn their lived experience with various systems into expertise to help redesign services. Kaylene has served on numerous committees and works with Westchester County agencies to uplift youth voices and develop innovative programs, including BraveLife, a federally funded initiative to develop a model to prevent homelessness in youth transitioning out of foster care. Kaylene is the coordinator and developer of the Westchester Therapeutic Foster Homes at The Children's Village and serves as BraveLife coordinator supporting peer navigators who model and teach youth to navigate various systems. An adjunct professor and field instructor at Fordham University, Kaylene has an undergraduate degree from Iona College and an MSW from New York University. She has a unique understanding of her profession because of personal experience with the foster care system from ages 13 to 21. Kaylene's history and education have given her the tools she needs to better relate to those she serves. She devotes her life to helping others and motivating them to use their stories to overcome the odds, as she did. It is her dream to help others become successful in life.

Angela Rau is the Director of Program Innovation and Professional Development for Parents as Teachers National Center. In this capacity, she is an innovation driver in the fields of home visiting and parent education. She guides efforts toward the professional development of Parents as Teachers national trainers and home visiting professionals. Through the pandemic, she led the transition of 80+ trainers to virtual training delivery. She directs Connect Texas, a virtual home visiting research project. Angela co-directed the implementation of the first virtual home visiting program. She is a contributing author on several publications focused on the implementation of virtual services. Her passion is coaching professionals to help them meet their greatest potential.

Mical Raz, M.D., Ph.D., M.S.H.P., is the Charles E. and Dale L. Phelps Professor in Public Policy and Health at the University of Rochester, where she also works as an internal medicine physician at Strong Memorial Hospital. She completed her medical training at Tel Aviv University, where she also received a Ph.D. in the history of medicine. She completed a postdoctoral fellowship at Yale in 2012 and a residency in internal medicine at Yale New Haven Hospital in 2015, followed by a Robert Wood Johnson Clinical Scholars Fellowship at the University of Pennsylvania focusing on health policy research, and she joined the University of Rochester in 2019. She is the author of "The Lobotomy Letters: The Making of American Psychosurgery" (University of Rochester, 2013), "What's Wrong With the Poor? Psychiatry, Race, and the War on Poverty" (University of North Carolina, 2013), and, most recently, "Abusive Policies: How the American Child Welfare System Lost Its Way" (University of North Carolina, 2020). She has published extensively on the imperative to protect children and families from coercive child welfare intervention and the harms of conflating poverty with neglect. A sought-after speaker, Raz has lectured widely on the unintended consequences of our child protective interventions and has been invited to testify before different legislative bodies primarily on the topic of mandated reporting.

Tessa Richter currently serves as a Senior Program Associate for the National Family Drug Court Training and Technical Assistance Program for the Center for Children and Family Futures (CCFF). In this role, she provides technical assistance and support for several substance use- and child welfare-related projects. Additionally, Ms. Richter serves as the Program Manager for the Statewide System Improvement Program, where she supports and oversees efforts to improve outcomes within the child welfare system for families affected by substance use disorders through embedding effective family treatment court practices into larger statewide systems. Prior to her position with CCFF, Ms. Richter was the Problem Solving Court Coordinator and Juvenile Programs Coordinator for the 1st Judicial District in Colorado, where she coordinated the family treatment court program in Jefferson County in Colorado. She also has experience as a child welfare caseworker. She completed the Women's Addiction Services Leadership Institute through the Substance Abuse and Mental Health Services Administration in 2015. Ms. Richter received her MSW from the University of Denver with an emphasis in child welfare and holds a bachelor of science in human development and family studies from the University of Missouri. She is a licensed clinical social worker.

Maegan Rides At The Door, LCPC, an enrolled member of the Assiniboine-Sioux Tribes of the Fort Peck Reservation and a descendant of the Absentee Shawnee Tribe of Oklahoma, has served as the National Native Children's Trauma Center Director at the University of Montana since 2015. Dr. Rides At The Door has been central to the design and implementation of a range of training and technical assistance initiatives in tribal communities, including projects focusing on the development of trauma-responsive systems of care with tribal, private, federal, and state partners; the implementation of cross-system youth suicide prevention programming; and the expansion of child advocacy centers' capacity to meet the needs of tribal communities.

Shauna Rienks, Ph.D., is a Research Associate Professor at the University of Denver's Graduate School of Social Work and Director of Research and Evaluation Methods at the Butler Institute for Families, where she works to ensure rigorous, equitable, and culturally responsive methods, including research design, measurement tool development and testing, and mixed-methods approaches to data collection and analysis. Her work focuses on the areas of child welfare workforce development, child development, family relationships and well-being across the life span, and social determinants of health. She is currently serving as Evaluation Co-Principal Investigator for the National Child Welfare Workforce Institute. Through this work, she hopes to improve the health and well-being of children and families and the workforce that serves them.

Timberly Robinson is a Columbiana County Family Coach. Timberly earned her bachelor's degree in social work from Youngstown State University. Over the past 13 years, she has had the pleasure of being a foster sister to more than 50 children. This experience allowed Timberly to witness resilience in action and gave her the passion to help even more children and their families. In her role as a Family Coach, she looks forward to celebrating and supporting families.

Jody Rodgers is a single mother of three children. She has overcome homelessness, drug addiction, and the cycle of domestic violence. Jody became involved in the child welfare system when her three children were removed. Jody says it was the "worst and best day of her life." It was the beginning of her getting her life back and her children getting the mother that they deserved. She realized that every decision she had made directly affected her children, and they had no choice in all of it. That day Jody said "no more," and from that moment on she never used drugs again. Jody utilized and grew from the services she was offered and reunified with her children. Currently, she is raising her three kids and working at her dream job as a Parent

Mentor. She is employed at the Child Parent Institute in Sonoma County where she supports and assists parents in navigating the child welfare system and services. Being a Parent Mentor is not just a job, but her calling. Jody was instrumental in bringing a unique and innovative birth parent/foster parent partnership model to her county. She and another committed foster parent are working closely to advocate as a united front for families involved in the child welfare system. They support and mentor birth and foster parents in building relationships with the goal of helping the parents to reunify with their children, whenever possible. Jody is a member of the Birth and Foster Parent Partnership.

Kathryn Roose is the Deputy Administrator of Quality and Oversight at the Nevada Division of Child and Family Services (DCFS). In this role, she leads DCFS teams focused on systems improvement and quality assurance, including the Child Welfare Family Programs Office, the Children's Mental Health Planning and Evaluation Unit, the Juvenile Justice Programs Office, and DCFS' Systems Advocate. Dr. Roose's training includes behavior analytic clinical experience with children and families including clinic-based, in-home, organizational (e.g., group homes), and school-based services, as well as consulting with organizations on behavioral systems. Dr. Roose holds a bachelor's degree in psychology from the University of California, San Diego and master's and doctoral degrees in behavior analysis from the University of Nevada, Reno. Her specialization is the application of behavioral science to organizations and organizational systems. She is a board-certified behavior analyst and a licensed behavior analyst.

Dakota Roundtree-Swain, B.A. (they/them) is a Young Adult Consultant with the Capacity Building Center for States. Dakota earned their B.A. from Emmanuel College in 2016 with a double major in English and sociology, a concentration in human services, and a minor in gender studies. At Emmanuel, Dakota worked with the New England Youth Coalition writing and disseminating policies for foster care reform in the areas of normalcy and LGBTQ rights. They worked and continue to work with the Massachusetts Network of Foster Care Alumni as an events coordinator, bridging connections between current and former foster youth. Dakota specializes in foster care reform and advocacy and completed an honors thesis on the experiences of youth who age out of foster care. From May 2016 to November 2017, Dakota worked with Boston Court Appointed Special Advocates (CASA) as an Advocate Supervisor and Transition Age Youth Specialist, supervising 30 volunteers who advocated for the best interests of foster youth involved in the family court system. Dakota's work at Boston CASA provided them with exceptional supervision skills and deep understanding of the complexities of child welfare and related systems and grounded them in issues of social justice. Dakota is working toward a Ph.D. in social policy at the Heller School at Brandeis University, gaining knowledge that will enable them to engage with oppressed populations and help them better their circumstances. They are particularly invested in issues surrounding group care settings, youth institutionalization, and youth engagement in decisions about their care in out-of-home placement.

Andrew Russo co-founded the National Family Support Network in 2011 and served as its co-chair until 2015, when he was hired as its director and relocated to Washington, D.C. He has worked and volunteered in the nonprofit social service sector at the direct service, management, and network levels for more than 25 years in Boston, New York, Chicago, the San Francisco Bay Area, and Taiwan. In those roles, he co-authored landmark documents in the family support field including the San Francisco Family Support Standards, the San Francisco Family Support Network Policy Platform on Family Economic Success, and the nationally adopted Standards of Quality for Family Strengthening & Support. He earned his B.A. in East Asian languages and cultures from Columbia University and his M.A. in pastoral counseling from Loyola University Chicago.

Aysha E. Schomburg is Associate Commissioner of the Children's Bureau. She has extensive experience in developing and coordinating comprehensive organizational capacity-building strategies across programs; a passion for ensuring that the voices of children, youth, and families are heard; and a deep commitment to prevention as the best means of promoting health and well-being. Associate Commissioner Schomburg joined the Biden administration in March 2021 after serving as the Senior Administrator for Program Oversight for New York City's Administration for Children's Services (ACS). There, she worked collaboratively with agency leaders to develop and implement plans for the operational infrastructure of ACS, while also developing and coordinating comprehensive organizational capacity-building strategies across programs. In addition, during the COVID-19 public health crisis, she worked closely with New York City's Department of Education and Department of Homeless Services to create and coordinate guidance for frontline staff. She also worked with the New York City mayor's office to coordinate a platform for listening to nonprofits and social services agencies regarding COVID-19-related challenges and proposed solutions. Associate Commissioner Schomburg also is committed to addressing racial equity and bias in child welfare. She will lead implementation of President Biden's Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government within the Administration for Children and Families.

Robert Sege, M.D., Ph.D., is a pediatrician at Tufts Children's Hospital and a Professor of Pediatrics and Medicine at Tufts University School of Medicine, where he directs the Center for Community-Engaged Medicine. Dr. Sege is a Senior Fellow at the Center for the Study of Social Policy in Washington, D.C., is part of the Leadership Action Team for the Massachusetts Essentials for Childhood Team, and serves on the boards of the Massachusetts Children's Trust and Prevent Child Abuse America. He received the 2019 Ray E. Helfer award from the Children's Trust Fund Alliance and the American Academy of Pediatrics (AAP). He has served on national committees for the AAP and been lead author on several important AAP policies. His extensive speaking and publication list include contributions to the prevention and treatment of child maltreatment and youth violence. He is a graduate of Yale College, and he received his Ph.D. in biology from the Massachusetts Institute of Technology and his M.D. from Harvard Medical School. Bob lives in the Boston area, where he and his wife Karen have raised three young adult children.

Jasmine Antoinette Snell (she/her) is a Young Adult Consultant with the Capacity Building Center for States. Jasmine is a graduate of the University of Tennessee at Chattanooga with her bachelor of science in accounting and minor in criminal justice. While in college, Jasmine was a track athlete and served as both a mentor and tutor to her peers. Jasmine volunteers at the Partnership for Families, Children and Adults, a victim services provider, and serves on the Hamilton County Community Leadership Board, Citizen Review Panel, and Hamilton Area Living Transition Coalition. Jasmine also serves on the Youth Advisory Board with the National Association of Counsel for Children and is a fellow with the Tennessee Justice Center. Jasmine is also a Jim Casey Young Fellow with the Annie E. Casey Foundation, where she uses her expertise to influence policy reformation within the child welfare system. Jasmine actively pursues opportunities to further both her volunteer work and advocacy work locally and nationally, work she believes will serve to abolish discriminatory and unjust policies within the child welfare and juvenile justice systems, and thus also the criminal justice system. Jasmine enjoys giving back to youth through mentorship and is passionate about improving outcomes for youth and families. Eventually, Jasmine would like to foster kids herself and adopt. Her ultimate goal is to start a school for youth ages 4 to 20 years that maintains and sources food from a community farm. Currently, Jasmine works as the Data Specialist for the Chattanooga Regional Homeless Coalition.

Lisa Stark, MSW, is a Training and Technical Assistance Specialist with the National Native Children's Trauma Center (NNCTC) at the University of Montana. Trained as both a clinician and a child welfare worker, Lisa's direct practice has focused on tribal child welfare. She has worked as a case manager/Indian Child Welfare Act (ICWA) Representative for the Bad River Band of Lake Superior Chippewa Tribe of Indians and as an Assistant Director/ICWA Representative for the Lac Courte Oreilles Band of Lake Superior Chippewa Indians. A recent addition to the NNCTC team, Lisa supports trauma-informed child welfare work across the organization's numerous grants and contracts.

Kiara Streater is a Program Specialist at the D.C. Child and Family Services Agency and the Ward 7 Representative for Families First DC. As a native Washingtonian and Ward 7 resident, she has invested in her community through leadership and advocacy for her neighbors, family, and friends. Kiara graduated from District of Columbia Public Schools and obtained her bachelor of science in psychology from the University of the District of Columbia. Currently, she is completing her master of arts in clinical mental health counseling at Trinity University. Prior to her position with DC Child and Family Services, she spent five years as a Crisis Stabilization Case Manager at the DC Department of Human Services, where she helped youth and families navigate mental health services, obtain economic stability, and access educational resources. Kiara's mission is to bring holistic healing to communities facing adversities through therapeutic, spiritual, and emotional awareness. She has worked on the front lines of public health and social services, and she is excited to be a part of programmatic change.

Elaine Voces Stedt, MSW, is the Director of the Office on Child Abuse and Neglect (OCAN), housed within the Children's Bureau, U.S. Department of Health and Human Services Administration on Children, Youth and Families, in Washington, D.C. In this role she oversees and manages OCAN activities including leadership in the area of child abuse and neglect prevention and systems improvement at the federal level; supporting staff in their work on a large discretionary grant portfolio, implementation of Child Abuse Prevention and Treatment Act programs; initiating and maintaining federal interagency communication regarding child abuse and neglect issues; and convening national conferences, professional meetings, and other special initiatives.

Neil Tift is the Outreach Project Coordinator for the Native American Fatherhood and Families Association (NAFFA) in Mesa, Arizona. From 2010 to 2016, he was the Father Involvement Director for Child Crisis Arizona. From 1990 to 1998 Neil was the founding Director of the Fathers' Resource Center in Minneapolis, Minnesota. Neil has been employed as director of training for three national fatherhood organizations; consulted for the Annie E. Casey Foundation; and presented at over 500 national, regional, and state conferences as a parent educator and staff development trainer. Neil is a men's therapist, college instructor, game creator, staff trainer, parent educator, and overweight jogger. Neil earned an M.A. in counseling psychology from the University of Saint Thomas in St. Paul, Minnesota. He is the father of three, the grandfather of 12, and a foster father of many for the past 25 years.

Natalie Towns, MSW, is the Director of the Prevention and Community Support (PCS) Section of the Georgia Division of Family and Children Services (DFCS). PCS' goal is to work in partnership with community-based organizations by providing funding opportunities to support the provision of services, programs, and resources that reduce the incidence of child abuse and neglect. PCS also collaborates with parents, statewide organizations, and other stakeholders to advance various initiatives aimed at improving the overall health and well-being of Georgia's children and families. Natalie has experience in policy, fiscal, and budgetary analysis, in addition to research and program evaluation in the fields of child welfare and juvenile justice. Prior to moving to Georgia, she worked as a Research Associate at the Center for Child and Family Policy at Duke University and a Fiscal Analyst at the North Carolina General Assembly. Natalie served as the

Director of Federal Programs at the Georgia Department of Juvenile Justice for five years prior to joining DFCS. Natalie is also currently the Steering Committee Chair of the National Family Support Network. Natalie received her undergraduate degrees in social work and political science from North Carolina Central University and obtained her master's degree in social work from the University of North Carolina at Chapel Hill.

Bryan Victor, Ph.D., MSW, is an Assistant Professor of Social Work at Wayne State University in Detroit, Michigan. His research focuses on the prevention of child maltreatment and on child welfare practice related to domestic violence and parental substance misuse. He is the lead evaluator and co-principal investigator of the Strengthening Indiana Families project that seeks to prevent child maltreatment through community collaborations.

Rita Cameron Wedding, Ph.D., chaired the Women's Studies Department at Sacramento State University for 23 years. She is Faculty Emeritus in the Sacramento State University Departments of Women's and Ethnic Studies. In 2012, she received the John C. Livingston Distinguished Faculty Lecture Award, the highest faculty honor awarded by Sacramento State. Dr. Cameron Wedding's curriculum Implicit Bias: Impact on Decision-Making has been used to train judges; public defenders; and practitioners in child welfare, juvenile justice, law enforcement, and education in jurisdictions throughout the country since 2005. As faculty for the National Council of Juvenile and Family Court Judges, she has trained judges at court improvement initiatives in over 40 states. She has conducted implicit bias train-the-trainer institutes, webinars, keynotes, and curriculum development in numerous agencies and states throughout the country including the Texas New Judges College; the National Association of Counsel for Children; the Family Court of the District of Columbia Superior Court; Child Abuse and Neglect Institutes in Nevada, Kentucky, and Georgia; the New York State Judicial Institute; Superior Courts in Hawaii and Illinois; and the Michigan Judges Association. She serves on the governing board of Global Majority, an organization dedicated to peace and conflict resolution throughout the world. Dr. Cameron Wedding wrote one of the first declarations challenging racial bias in a criminal legal process under California's new Racial Justice Act (2021). She provided expert testimony before the U.S. Commission to Eliminate Child Abuse and Neglect Fatalities under President Obama (2015). As a Fulbright scholar, Dr. Cameron Wedding conducted research in Tanzania and South Africa.

Lindsay Williams is the Executive Director of the Ohio Children's Trust Fund, Ohio's Community-Based Child Abuse Prevention state lead agency and Ohio's chapter of Prevent Child Abuse America. Ms. Williams has over 17 years of combined experience in the fields of child welfare and child abuse and neglect prevention. She began her career as a children's services caseworker and has also held positions as a casework supervisor, children's services program administrator, Statewide Automated Child Welfare Information System (SACWIS) business analyst, and human services program manager. Since accepting her role at the Children's Trust Fund in 2018, Ms. Williams has worked to enhance the continuum of care for prevention services in Ohio and elevate the need for "upstream" services that support and strengthen families before a crisis occurs. She holds a master's degree in social work and is a licensed social worker.

Sue Williams has led Children's Trust of South Carolina since it was created in 2007. Her passion for children's programs goes back further, though. In 1993, she founded the group that later became EdVenture Children's Museum in Columbia. Sue is a recipient of the 1999 Order of the Palmetto, awarded by Governor Jim Hodges for her work with EdVenture. Because of her advocacy in South Carolina and across the country on behalf of children, Sue was a national winner of the 2019 Children's Bureau Champion Award in its inaugural year in the Promoting Child and Family Well-being category. Currently, Sue sits on the board of directors for South Carolina First Steps to School Readiness, the South Carolina Office of Rural Health, and EdVenture. She is a member of the South Carolina Child Fatality Advisory Committee and the leadership team for the Alliance for a Healthier South Carolina. On a national level, Sue is a peer reviewer for Prevent Child Abuse America, and she recently concluded a multiyear term on the board of directors for the National Alliance of Children's Trust and Prevention Funds. Sue completed Harvard University's Governing for Nonprofit Excellence program, Leadership South Carolina, and Furman University's Diversity Leadership Institute. She holds a bachelor's degree in science from Northern Illinois University and a master's degree in business administration from the University of South Carolina. Sue is a mom to two daughters and an extra mom to two sons and a daughter.

Aimee Zeitz, MFT, has 20 years of experience in nonprofit leadership, built on a foundation of strategic partnerships and authentic collaboration. In 2017, she joined the YMCA Childcare Resource Service, a social services branch of the YMCA of San Diego County. She currently serves as the Regional Director of Strategic Advancement, supporting programs across the agency in providing comprehensive, family-centered services as well as oversight of multiple early childhood mental health programs. She also serves as the Project Director for Partners in Prevention, a local collaborative effort to increase child and family well-being and prevent child abuse and neglect. Previously, she served as the Director of Impact at United Way of San Diego County, leading their philanthropic efforts, collective impact strategies, and data and evaluation efforts. Her experience also includes direct service and clinical work with young people, their families, and others who support their growth and development. Aimee currently serves on the Community Information Exchange Advisory Board, the California Prevention Citizens Review Panel, and the San Diego 2Gen Workgroup. Aimee attended Smith College, earning her B.A. in anthropology, followed by her master's degree in marriage and family therapy from San Diego State University.

22ND NCCAN Planning Teams

The Children's Bureau wishes to thank the planning teams at IMPAQ International, LLC and Kauffman & Associates, Inc. for their support in developing the content of the conference and all aspects of its planning and implementation.

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