

Andrew M. Winters Ph.D., LCSW

Curriculum Vitae

andrew.winters@louisville.edu

513-675-3833

EDUCATION

- 2018 Ph.D. **University of Maryland**, School of Social Work
Dissertation title: The association between services and
recidivism for adjudicated youth with behavioral health
problems
Chair: Dr. Charlotte L. Bright
- 2001 MSW **University of Cincinnati**, School of Social Work
Specialized Mental Health Concentration
- 1996 BSW **University of Georgia**, School of Social Work

EXPERIENCE IN HIGHER EDUCATION

- 2018-Present Kent School of Social Work and Family Science, **University of Louisville**
Louisville, Kentucky
Assistant Professor
- 2007-2013 School of Social Work, **University of Cincinnati**
Cincinnati, Ohio
Visiting Instructor (2012-2013)
Part Time Instructor (2007-2012)

COURSES TAUGHT

- 2018-Present Kent School of Social Work, **University of Louisville**
SW 426 Introduction to Research (Course chair)
SW 301 Human Behavior in the Social Environment I
SW 319 Human Behavior in the Social Environment II
SW 405 Generalist Practice III (Groups and Families) (Course chair)
SW 307 Social Justice Practice
SW 704 Research Methods
SW 733 Research Methods
SW 711 Integrated Seminar
- 2007-2013 School of Social Work, **University of Cincinnati**
SW 8080 Seminar
SW 8062 Advanced Clinical Practice in Mental Health II
SW 8061 Advanced Clinical Practice in Mental Health I
SW 7043 Group Practice in Social Work

SW 7040 Therapeutic Interviewing
 SW 7011 Assessment and Diagnosis
 SW 6005 Personality Disorders

FUNDED RESEARCH SUPPORT

CURRENT

- 2023 Harris, L.M., **Winters, A.M.**, Byun K. (\$5,000). *Our World, Our Say: Leveraging Arts to Promote Health Equity in Partnership with Youth Impacted by HIV/AIDS in Hai Phong, Vietnam*. Funded through the University of Louisville, Kent School of Social Work Competitive seed grant application.
- 2023 Harris, L.M., **Winters, A.M.**, Byun K. (\$3,000). *Our World, Our Say: Leveraging Arts to Promote Health Equity in Partnership with Youth Impacted by HIV/AIDS in Hai Phong, Vietnam*. Funded through the University of Louisville, Programmatic Support Competitive grant application.
- 2021-current **Winters, A.M.** (Principal Investigator), Collins-Camargo, C., & Hall, M. (\$87,000). *Integrated Services for Parents with Substance Use Concerns*. Funded through a partnership between Volunteers of America and the Kentucky Cabinet for Health and Family Services.
- 2020-current Collins-Camargo, C. (Principal Investigator), & **Winters., A.M.** (\$350,000 Annually). *Analysis of screening and assessment practices*. Funded through a partnership between Kentucky Cabinet for Health and Family Services and Kentucky Department for Behavioral Health, Developmental and Intellectual Disabilities.
- 2019-2023 Graef, M. (Principal Investigator) (\$17 Million). *Quality Improvement Center: Workforce Development (QIC-WD)* Competitive Children's Bureau grant funded between 2016-2021. Role: Co-evaluator for Ohio site.

CONCLUDED

- 2020-2021 Sterrett-Hong, E., (Principal Investigator), Barbee, A., **Winters, A.M.**, Washington, A., Thomas, S., Trucious-Haynes, E., Hazley, A., Hines Martin, V., & Jones, F. (\$2,500). *Diversity Training, Discrimination Experiences, and Feelings of Inclusion among Staff and Faculty of Color*. Funded through the University of Louisville, Competitive grant.
- 2018-2020 **Winters, A.M.**, (Principal Investigator) Brown, A. B., & Bloomer, R. (\$5,000). *Louisville Youth Development Workers Needs Assessment*

Project. Funded through the University of Louisville, Kent School of Social Work. Competitive seed grant application.

NOT- FUNDED RESEARCH SUPPORT

- 2021 **Winters, A.M.**, (Principal Investigator) Collins-Camargo, C., Antle, B., & Landsverk, J. (\$381,750). *Cross System Collaboration: Integrating Evidence into Decision-Making for Youth in Out-Of-Home Care*. W.T. Grant Foundation.
- 2021 Antle, B. (Principal Investigator), & **Winters, A.M.**, (\$469,122). *Supporting Effective Interventions for Adolescent Sex Offenders and Children With Sexual Behavior Problems*. Office of Juvenile Justice and Delinquency Prevention.

PEER REVIEWED PUBLICATIONS IN PRESS

1. **Winters, A.M.**, Verbist, A.N., Antle, B.F., Collins-Camargo,C., Logsdon, A., & Purdy, L. (2022). Prevalence and Predictors of Family-Focused Treatment for Child Welfare-Involved Youth. *Developmental Child Welfare*. DOI: 10.1177/25161032221142602
2. Collins-Camargo, C. & **Winters, A.M.**, (2022). Promoting Racial Equity and Antiracist Practice in Child Welfare: Perceptions of Public Child Welfare Administrators. *Journal of Public Child Welfare*. Online. DOI: 10.1080/15548732.2022.2116142
3. Harris, L. M., Nguyen, H., **Winters, A. M.**, Rosen, G., Thang, N. D. (2022). Exploring Household Food Insecurity and Inter-generational Self-help Club Involvement Among Grandparents Raising Grandchildren Due to HIV/AIDS in Vietnam. *GrandFamilies: The Contemporary Journal of Research, Practice and Policy*, 7 (1).
<https://scholarworks.wmich.edu/grandfamilies/vol7/iss1/6>
4. Barbee, A.P., **Winters, A.M.**, & Sterrett-Hong, E.M. (2022). Approaches from related fields to integrate anti-racist initiatives into child welfare. *Child Welfare*, 100(1), 1-28.
5. Verbist, A. N., **Winters, A. M.**, Antle, B. F., & Collins-Camargo, C. (2022). The Relationship Between Treatment Prescription and Standardized Assessment for Youth With Identified Trauma, Behavior Problems, or Substance Use. *Journal of Emotional and Behavioral Disorders*, 30(4), 300–312. <https://doi.org/10.1177/10634266221076465>
6. Bloomer, R., Brown. A.A., **Winters, A.M.**, & Domiray, A. (2021). “Trying to be Everything Else”: Examining the Challenges Experienced by Youth Development Workers. *Children and Youth Services Review*, 121.
<https://doi.org/10.1016/j.childyouth.2021.106213>

7. **Winters, A.M.**, Hooley, C., & Gopalan, G. (2021). Absorptive capacity in child welfare: A qualitative study with child welfare staff eliciting key factors for evidence-based practice adoption. *Journal of Public Child Welfare*.
<https://doi.org/10.1080/15548732.2021.1959489>
8. **Winters, A.M.**, Collins-Camargo, C., & Antle, B.F. (2021). Implementing Trauma-Responsive Screening and Assessment: Lessons Learned from a Statewide Demonstration Study in Child Welfare. *Professional Development: The International Journal of Continuing Social Work Education*, 24(1), 15-28.
9. Hooley, C., **Winters, A. M.**, Pisciotta, C., & Gopalan, G. (2021). Caregiver-relevant perspectives from a multi-stakeholder collaborative advisory board on adapting a child mental health intervention to be delivered in child-welfare settings. *Journal of Public Child Welfare*, 15(3), 318-340. <https://doi.org/10.1080/15548732.2020.1724238>
10. Verbist, A.N., **Winters, A.M.**, Collins-Camargo, C., & Antle, B.F. (2020). Standardized Assessment Domains as Predictors of Prescription of Trauma-focused Treatment for Youth in Out-Of-Home Care. *Children and Youth Services Review*, 118.
<https://doi.org/10.1016/j.childyouth.2020.105401>
11. Verbist, A. N., **Winters, A. M.**, Antle, B. F., & Collins-Camargo, C. (2020). A Review of Treatment Decision-Making Models and Factors in Mental Health Practice. *Families in Society: Journal of Contemporary Social Services*, 101(4).
<https://doi.org/10.1177/1044389420921069>
12. **Winters, A.** (2020). Theoretical foundations: Delinquency risk factors and services aimed at reducing ongoing offending. *Child and Adolescent Social Work Journal*, 37(3), 263–269. <https://doi-org.echo.louisville.edu/10.1007/s10560-020-00655-7> . Also published in: *Gezinstherapie Wereldwijd*, 31(4), 372-385. doi: 10.1007/s12440-020-00136-4
13. **Winters, A.**, Collins-Camargo, C., Antle, B., & Verbist, A. (2020). Implementation of system-wide change in child welfare and behavioral health: The role of capacity, collaboration, and readiness for change. *Children and Youth Services Review*, 108.
<https://doi-org.echo.louisville.edu/10.1016/j.childyouth.2019.104580>
14. Gopalan, G., Hooley, C., **Winters, A.**, & Stephens, T. (2019). Perceptions among child welfare staff when modifying a child mental health intervention to be implemented in child welfare services. *Journal of Community Psychology*, 63(3-4), 366–377. <https://doi-org.echo.louisville.edu/10.1002/ajcp.12309>

15. Afkinich, J. L., **Winters, A. M.**, Gopalan, G., & Bright, C. L. (2019). Absorptive capacity in child welfare: measurement challenges and item development. *Journal of Public Child Welfare, 13*(4), 379–400. <https://doi-org.echo.louisville.edu/10.1080/15548732.2018.1508536>
16. Gopalan, G., Bornheimer, L. A., Acri, M., O'Brien, K. H., **Winters, A.**, Chacko, A., & McKay, M. (2018). Multiple family group service delivery model to reduce child disruptive behavior disorders: Impact on caregiver stress and depressive symptoms. *Journal of Emotional and Behavioral Disorders, 26*(3), 182–192. <https://doi-org.echo.louisville.edu/10.1177/1063426617717721>
17. Bright, C. L., Farrell, J., **Winters, A. M.**, Betsinger, S., & Lee, B. R. (2017). Family centered treatment, juvenile justice, and the grand challenge of smart decarceration. *Research in Social Work Practice, 28*(5), 638-645. <https://doi-org.echo.louisville.edu/10.1177/1049731517730127>

PUBLICATIONS UNDER REVIEW

1. Xu, Y, **Winters, A.M.**, Soto-Ramirez, N., & McCarthy, L. (under review). *A scoping review of mental health service utilization among children in out-of-home care in the United States*. Manuscript submitted for peer review.
2. Pisciotta, C., Hill-Kane, R., **Winters, A.M.**, Hooley, C., Lee, K.A., Green, T., & Gopalan, G. (under review). *Families Serving Families: A Case Study on Sustainment*. Manuscript submitted for peer review.

PUBLICATIONS IN PREPARATION

1. Sterrett-Hong, E., Henry, U., Mekawi, Y., Barbee, A., **Winters, A.M.**, & Skidmore, B. (in preparation). *White Fragility as a Response to Perceptions of Threats to Basic Psychological Needs: A Synthesis of the Literature and Proposed Conceptual Framework*.
2. **Winters, A.M.**, Barbee, A. P., Graef, M., et al. (in preparation). *Turnover dynamics in public child welfare agencies*.
3. Collins-Camargo, C., & **Winters, A.M.** (in preparation). *Using Standardized Instrumentation and Practice Protocols to Promote Interorganizational Collaboration: Lessons Learned*.
4. **Winters, A.M.**, & Collins-Camargo, C. (in preparation). *Use of Standardized Decision Support Instruments to Inform Child Welfare Decision-Making*.
5. **Winters, A.M.**, Collins, Camargo, C., & Hall, M. (in preparation). *Addressing substance use concerns among child-welfare involved families*.

PEER REVIEWED REFEREED PRESENTATIONS

1. **Winters, A.M.**, Collins-Camargo, Antle, & Verbist (2023, January). *The Relationship between Family/Caregiver Functioning and Prescribed Family-Focused Treatment for Child Welfare-Involved Youth*. Oral presentation at the Society for Social Work Research annual conference.
2. **Winters, A.M.**, Collins-Camargo, & Hall (2023, January). *Collaborative Substance Use Treatment Programs: Using Baseline Attitudinal Data to Inform Implementation*. Oral presentation at the Society for Social Work Research annual conference.
3. **Winters, A.M.**, Bloomer, R., & Brown, A. (2022, January). "Trying to be Everything Else": Examining the Challenges Experienced by Youth Development Workers. Poster presentation at the Society for Social Work Research annual conference, Virtual.
4. **Winters, A.M.**, Collins-Camargo, C., Verbist, A., & Antle, B. (2022, January). *The Relationship between Assessment and Prescribed Treatment for Child Welfare-Involved Youth with Identified Trauma, Behavior, or Substance Use Problems*. Poster presentation at the Society for Social Work Research annual conference, Virtual.
5. **Winters, A.M.**, Collins-Camargo, C., Verbist, A., & Antle, B. (2021, January). *Clinical Social Work Practice Decisions: Standardized Assessment Domains as Predictors of Prescription of Trauma-Focused Treatment*. Poster presentation at the Society for Social Work Research annual conference, Virtual.
6. **Winters, A. M.**, Jenkins, D.J., & Miller, S. (2020, November). *Applying the Liberatory Consciousness Framework to Address a Values Dilemma on Campus*. Oral presentation at the Council on Social Work Social Work Education annual conference, Denver, CO.
7. **Winters, A.M.**, Hooley, C., Pisciotto, C., & Gopalan, G. (2020, January). *A comparison of provider and caregiver recommendations to modify a child mental health intervention to be implemented in child welfare services*. Oral presentation at the Society for Social Work Research annual conference, Washington, D.C.
8. **Winters, A.M.**, Antle, B., Collins-Camargo, C., & Verbist, A. (2020, January). *Implementation of system-wide change in child welfare and behavioral health: The role of collaboration, capacity, and readiness for change*. Oral presentation at the Society for Social Work Research annual conference, Washington, D.C.
9. Antle, B., Collins-Camargo, C., **Winters, A.M.**, & Verbist, A. (2020, January). *Improving the safety, permanency, and wellbeing for children in out-of-home care: Results from a study of trauma interventions*. Poster presentation at the Society for Social Work Research annual conference, Washington, D.C.

10. Harris, L.M., Nguyen, H., Rosen, G., **Winters, A.**, & Nguyen, D.T. (2019, July). *Exploring household food insecurity and empathy club involvement among grandparent-headed household who have been impacted by HIV/AIDS in Vietnam*. Oral presentation at the ISTR Asia Pacific Regional Conference, Bangkok, Thailand.
11. Hooley, C., **Winters, A.**, & Gopalan, G. (2018, November). *Potential client engagement barriers when task-shifting a child mental health EBT to child welfare services*. Paper presented at the 52nd annual convention of the Association of Behavioral and Cognitive Therapies, Washington, D.C.
12. **Winters, A. M.** (2018, January). *Impact of community-based interventions on youth externalizing behaviors: A modified systematic review*. Poster presented at the Society for Social Work Research annual conference, Washington, D.C.
13. Bright, C. L., Farrell, J., Painter, W. E., **Winters, A. M.**, Lee, B., & Betsinger, S. (2016, January). *Family Centered Treatment® and juvenile justice outcomes*. Oral presentation at the Society for Social Work Research annual conference, Washington, D.C.
14. **Winters, A. M.**, Bright C. L., & Hurley, S. (2016, January). *Outcomes for intensive in-home services: Differences between youth with and without juvenile court involvement*. Poster presentation at the Society for Social Work Research annual conference, Washington, D.C.
15. Afkinich, J., **Winters, A. M.**, Gopalan, G., & Bright, C. L. (2015, December). *Absorptive capacity in child welfare settings*. Poster presented at the Annual Conference on the Science of Dissemination, Washington, D.C.
16. Gopalan, G., Lucienne, T., Hooley, C., **Winters, A. M.**, Terbush, S., & Bauta, B. (2015, December). *Multiple stakeholder perspectives regarding implementing a child mental health intervention into child welfare services*. Poster presented at the Annual Conference on the Science of Dissemination, Washington, D.C.
17. Waudby, M., **Winters, A. M.**, & Smith-Goering, E. (2015, October). *Influences of preparedness: MSW graduates and individuals with mental illness*. Poster presented at the Annual Council on Social Work Education Conference, Denver, CO.

INVITED PRESENTATIONS

1. Collins-Camargo, C. & **Winters, A.M.** (2023). *Promoting Racial Equity in Child Welfare: Perceptions of Public Child Welfare Administrators*. American Public Human Services Association National Webinar.
2. Collins-Camargo, C. & **Winters, A.M.** (2023). *Promoting Racial Equity in Child Welfare: Perceptions of Public Child Welfare Administrators*. 23rd National Conference on Child Abuse and Neglect, Virtual.

3. **Winters, A.M., & Barbee, A.P.** (2020, October). *Supportive Supervision: Building a Supportive Team and Agency*. Keynote presentation at the Alliance for Child Welfare Excellence and the Washington Department of Children, Youth, and Families Conference. Washington State.
4. **Winters, A.M.,** (2020, December). Interview with Tom Oates. Child Welfare Information Gateway, *What Did Child Welfare Learn from 2020 – Caseworker Care*. [Podcast](#).

INVITED PUBLICATIONS ACCEPTED FOR PUBLICATION

1. Collins-Camargo, C. & **Winters, A.M.,** (2023). Promoting Racial Equity and Antiracist Practice in Child Welfare: Perceptions of Public Child Welfare Administrators. *Policy and Practice magazine*.

NON-PEER REVIEWED PRESENTATIONS AND REPORTS

1. Barbee,A., & **Winters, A.M.** (2023). *2023 Presentation to the Children’s Bureau on Outcomes from QIC Ohio Study*. Children’s Bureau. Washington, D.C.
2. **Winters, A.M.,** & Collins-Camargo, C. (2023). *Screening and Assessment Practices: Findings from administrative data analysis*. Presentation to the state of Kentucky Department of Family and Community Based Services and Department for Behavioral Health, Developmental and Intellectual Disabilities.
3. **Winters, A.M.,** & Collins-Camargo, C. (2023). *Family Connections: Findings from focus groups conducted with intervention sites*. Presentation to the State of Kentucky Department of Family and Community Based Services.
4. Collins-Camargo, C. & **Winters, A.M.** (2023). *Screening and Assessment Practices: Findings from focus groups conducted with child welfare staff*. Presentation to the state of Kentucky Department of Family and Community Based Services and Department for Behavioral Health, Developmental and Intellectual Disabilities.
5. Collins-Camargo, C. & **Winters, A.M.** (2023). *Screening and Assessment Practices: Findings from focus groups conducted with behavioral health clinicians*. Presentation to the state of Kentucky Department of Family and Community Based Services and Department for Behavioral Health, Developmental and Intellectual Disabilities.
6. Barbee,A., & **Winters, A.M.** (2022). *2022 Presentation to the Children’s Bureau on Outcomes from QIC Ohio Study*. Children’s Bureau. Washington, D.C.
7. Sterrett-Hong, E., & **Winters, A.M.** (2021). *White Supremacy and Social Work*. Teachers loving teaching Presentation, Online. Kent School of Social Work and Family Science.

8. **Winters, A.M.** (2021). *Latinx and Social Work Education*. Recorded Interview: Role Interviewer. Kent School of Social Work and Family Science.
9. Barbee, A. P., Antle, B. F., & **Winters, A.M.** (May, 2020). *Coping in the Age of COVID-19*. Quality Improvement Center for Workforce Development. [National webinar](#).
10. Barbee, A. P., **Winters, A.M.**, Putnam-Collins, P. (May, 2020). *Supportive Supervision for Administrators and Managers*. Quality Improvement Center for Workforce Development. Web-based one-day training.
11. Barbee, A. P., **Winters, A.M.**, Putnam-Collins, P. (May, June 2020). *Supportive Supervision for Supervisors*. Quality Improvement Center for Workforce Development. Web-based two-day training.
12. **Winters, A. M.**, & Bright, C. L. (2017). *Representativeness of outcomes for youth following YVLifeset services*. University of Maryland School of Social Work.
13. Bright, C. L., & **Winters, A. M.** (2017). Gender (juvenile justice: The court). In C. Schreck (Ed.), *Encyclopedia of juvenile delinquency and justice*. Hoboken, NJ: Wiley. doi: 10.1002/9781118524275
14. Bright, C. L., Betsinger, S., Farrell, J., **Winters, A.**, Dutrow, D., Lee, B. R., & Afkinich, J. (2015). *Youth outcomes following Family Centered Treatment® in Maryland*. Baltimore, MD: University of Maryland School of Social Work.
15. **Winters, A.M.** (2014, March). *Gender Identity*. Invited guest lecture: SW T660B Human Behavior in the Social Environment II, School of Social Work, Columbia University.
16. **Winters, A. M.** (2013, May). *Navigating the DSM V*. Continuing educational unit provided to clinical staff at Central Clinic, Cincinnati, Ohio.
17. Kerr, C. K. & **Winters, A. M.** (2012, May). *Compassion fatigue*. Continuing educational units provided to MSW graduates from the University of Cincinnati, Cincinnati, Ohio.
18. **Winters, A. M.** (2011, May). *Effects of bullying*. Lecture provided to educators and social workers at the annual anti-bullying symposium, Cincinnati, Ohio.
19. **Winters, A. M.** (2005, October). *Chemical dependency and families*. Lecture provided to social workers and counselors at Cancer Family Care organization, Cincinnati, Ohio.

EXPERIENCE IN OTHER THAN HIGHER EDUCATION

- 2005-2013 **Private Practice**, Cincinnati, Ohio
Managed a small private practice and provided behavioral health counseling to individuals, couples, and families. Areas of competence included assessment diagnosis and treatment of mental health and substance abuse disorders; individual, couples, family counseling; consultation; training and education; supervision.
- 2009-2012 **Central Clinic**, Cincinnati, Ohio
Developed and implemented, as part of a team, a behavioral health service brokerage program to provide behavioral health assessment and care management for clients who were associated with Hamilton County Job and Family Services, Child Welfare division.
- 2005-2009 **The University of Cincinnati Medical Center**, Cincinnati, Ohio
Managed a psychiatric emergency room at a large community hospital.

PROFESSIONAL ACTIVITIESASSOCIATIONS

- 2020-present **Council on Social Work Education**
2020-present **Society for Social Work and Research**
2018-present **National Association of Social Workers**
(Member number 886797160)
2014-2017 **Society for Social Work and Research**
Deputy Volunteer Coordinator

EVALUATION

- 2018-present **Social Work Research**
Consulting Editor
2020-present **Journal of the Society for Social Work and Research**
Early Career Reviewer
Mentor: Dr. Crystal Collins-Camargo
2020-present **Children and Youth Services Review**
Reviewer
2021-present **Administration and Policy in Mental Health and Mental Health Services Research**
Reviewer
2021-present **Journal of Public Child Welfare**
Reviewer
2020-present **Society for Social Work Research**
Reviewer
2022-present **Youth Journal**
Reviewer

CONTINUING EDUCATION

2021 **Implementation Science Institute**
Penn State University

LICENSURE

2003-present **Licensed Independent Social Worker-Supervisor, Ohio**
(License number I9843S)

2022-present **Licensed Clinical Social Worker, Kentucky**
(License number 256668)

ACADEMIC SERVICE

2022-present **University of Louisville, Budget and Planning Committee**

2022-present **University of Louisville, Faculty Senate**

2022-present **University of Louisville, Faculty Senate Redbook Sub-Committee**

2019-present **University of Louisville, Academic Review committee**

2022 **University of Louisville, BSW Professor of Professional Practice Search Committee**

2022 **University of Louisville, Racial Healing Group Co-facilitator**

2021 **University of Louisville, Director of Field Search Committee**

2020-2021 **University of Louisville, BSW Faculty search committee**

2020-2023 **University of Louisville, Bylaws committee**

2018-2021 **University of Louisville, Diversity and Social Justice Committee**

2019-2020 **University of Louisville, Curriculum committee**

2019-2020 **University of Louisville, Restorative Solutions Committee**

2012-2013 **University of Cincinnati, Research and Evaluation committee**

2012-2013 **University of Cincinnati, CSWE Accreditation committee**

DOCTORAL DISSERTATION COMMITTEE

2023 Liz Utterback, **University of Louisville, Kent School of Social Work**
Ph.D. program Role: Committee member

2023 Elizabeth Minton, **University of Louisville, Kent School of Social Work**
DSW program Role: Committee member

2020 Doroty Magalhaes Sato, **University of Louisville, Kent School of Social Work**
Ph.D. program Role: Committee member

2020-2022 Melissa Diego, **Spaulding University, School of Professional Psychology**
Role: Committee member

COMMUNITY SERVICE

2019-present **Center for Family and Community Well-Being, Advisory board**

2007-2016 **Human Rights Campaign, Cincinnati, Ohio and Washington, D.C.**
Steering committee member working to support LGBTQIA civil rights.

2012-2013 **Cincinnati Police Task Force, Cincinnati, Ohio**

Part of a team to develop and implement a police training program to address violence towards LGBT individuals and develop city policies that protect individuals who identify as Lesbian, Gay, Bisexual, or Transgender.

2012

Citizens Police Academy, Cincinnati, Ohio

8-week program designed to provide better understanding between citizens and the police through education.

AWARDS

2023

University of Louisville, Student Champion

2021

University of Louisville, Student Champion

2020

University of Louisville, Kent School of Social Work Diversity and Social Justice Award