

CURRICULUM VITAE: DR. ELIZABETH P. CRAMER

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EDUCATION

DOCTOR OF PHILOSOPHY, COLLEGE OF SOCIAL WORK, UNIVERSITY OF SOUTH CAROLINA.
May, 1995.

Dissertation topic: Effects of a Short-Term Educational Unit about Lesbian Identity and Disclosure in a Social Work Methods Course. This study assessed the impact of an educational intervention on students' attitudes toward lesbian and gay men, their knowledge of lesbian identity development and disclosure, and their anticipated professional behavior with lesbian clients.

Dissertation chairperson: Dr. Rita Rhodes

GRADUATE CERTIFICATE IN WOMEN'S STUDIES, UNIVERSITY OF SOUTH CAROLINA, 1994.

MASTER OF SOCIAL WORK, UNIVERSITY OF MICHIGAN, 1984.
Interpersonal Practice, Policy and Planning.

BACHELOR OF ARTS, STATE UNIVERSITY OF NEW YORK AT BINGHAMTON, 1983.
Sociology, graduated with University-wide honors.

PROFESSIONAL EXPERIENCE

VIRGINIA COMMONWEALTH UNIVERSITY SCHOOL OF SOCIAL WORK, RICHMOND, VA

Professor, granted July, 2009

Associate Professor (with tenure), granted June, 2001

Assistant Professor, August, 1995 – May, 2001

Teaching Responsibilities

PhD Courses

- Social Work Education and Teaching

MSW Courses

- Social Work and Social Justice
- Social Work Practice with Individuals, Families, and Groups I
- Social Work Practice with Individuals, Families, and Groups II
- Clinical Social Work Practice II
- Group Methods in Social Work Practice
- Interpersonal Violence & Clinical Social Work Practice

BSW Courses

- Lesbian and Bisexual Women (cross-listed with Gender, Sexuality, and Women's Studies)

- Social Work and Oppressed Groups

BSW and MSW Field

- Field liaison for BSW Juniors and Seniors, MSW Foundation and Concentration Students
- Field instructor for BSW Junior, Neighborhood Resource Center, spring, 2006

Committee Responsibilities

SCHOOL OF SOCIAL WORK

School Assembly Co-Chair: 2013/2014.

Governance and Operations Committee: 2013-2014.

Chair: Hiring, Evaluation, and Promotion, 2013-2014

Chair: Shared Governance Committee, 2014-2015

Faculty Search Committee, 2005/2006, 2011/2012, 2012/2013.

Co-Chair: 2012/2013

Doctoral Program Faculty Committee: 2011-2013, 2014-2015.

Search Committee, Interim Coordinator for Student Services, Fall, 2010.

Micro Practice Curriculum Content Area Group: 1995 - 2002, 2005/2006, 2006/2007, 2007/2008, 2008/2009, 2009/2010, 2011/2012, 2012/2013.

MSW Program Faculty: 1995 – 2011.

Leadership Subcommittee: 2007/2008.

Subcommittee: Alternative Curriculum, 2000/2001.

Revised syllabus for the Group Methods course (1996).

Chair of Orientation Committee: 1996/1997.

Social Justice Content Area Group: 1995 – current.

Chair: 2007/2008, 2008/2009, 2009/2010, 2012/2013.

Co-chair: 2005 - 2007.

Faculty Rights and Responsibilities Committee: 1999 - 2001, 2004 – 2006, 2008/2009, 2009/2010.

Subcommittee: Roles and Rewards: 1999/2000, 2000/2001 (chair).

Governance and Strategic Planning: 2008/2009 (Co-Chair).

Hiring and Evaluation: 2004/2005, 2009/2010.

Field Liaison: 1995 - 2007.

Promotion and Tenure Committee: 2010/2011, 2011/2012, 2015/2016

Chair: 2012/2013

Academic Standards Committee: 2006/2007.

Certificate in Gender Violence Intervention Advisor: 2005 – 2010, 2012 - current.

Grade Review Committees, MSW student, 2006; MSW student, 2007.

Small Grant Program Reviewer, 2007.

Student Computer Initiative Committee: 2000/2001.

Clinical Task Force (Self Study): 2000/2001.

Quality Measures Committee: 1999 - 2001.

Third Year Review Committee: 1998/1999, 2009/2010.

Social Justice Committee: 1997 - 1999, 2002 - 2004.

Faculty Advisor for the Sexual Minority Social Work Student Association: 1997 - 2001.

Student Affairs Committee: 1996/1997.

Faculty Leave Subcommittee: 1996.

Curriculum Committee: 1995/1996.

UNIVERSITY

VCU Institute for Women's Health, Domestic and Sexual Violence Research Development Group (2004 - present).

Gender, Sexuality, and Women's Studies Advisory Council/Affiliate Faculty: 1997 – 2004, 2012 - present.

Partnership for People with Disabilities, Advisory Council, 2012-2013.
Center for Teaching Excellence, Summer Institute on Inclusive Teaching, Advisory Committee, 2012-2013.
Vice President for Diversity and Equity Search Committee, 2011-2012.
Half-time appointment in Provost's office to head diversity initiatives, 2010-2011.
VCU 2020 Recalibration Work Group. Theme III. 2010-2011.
University Equity and Diversity Committee, 2005/2006, 2006/2007, 2007/2008, 2008/2009, 2009/2010, 2010/2011
 Co-Chair, Equity and Diversity Committee: 2009-2011
 Faculty Subcommittee for Five Year Diversity Plan: 2005-2007.
 Chair, Polish the Final Report Subcommittee: 2007/2008.
 Co-Chair, Editorial Review Subcommittee: 2008/2009.
Faculty Advisor for Queer Action Student Organization, 2005 - 2009.
VCU Works, Mentor/Supervisor, 2004/2005.
Faculty Senate: 2002-2005.
 Committee assignment: Affirmative Action/Equal Employment Opportunity
 Co-Chair: Affirmative Action/Equal Employment Opportunity (2003/2004, 2004/2005).
Promotion and Tenure Committee for outside member for VCU units, various years.
VCU Center for Teaching Excellence Advisory Committee: 2001-2002.
University Library Services, Faculty Advisory Council and School Liaison to Library: 1995 - 1997.

DISSERTATION AND MASTERS' THESIS MEMBER-AT-LARGE

VCU School of Social Work Dissertation Committees Memberships

Manetta (May, 1997); Shannon (May, 2000); Beverly (May, 2003); Hash (May, 2001); Langhorst (May, 2003); Rowan (2008); McLeod (May, 2013); Gandy (May, 2015); George (May, 2016); Cummings (in process)

Master's Thesis Committees

Boltz (1996 - 1997, Criminal Justice)
Guadalupe (2009-2020, Sociology)
Rowan (2003 - 2004, Psychology).
Norris (2014, Art Education)

DISSERTATION COMMITTEES CHAIRED

Ross, Avina (in process). VCU School of Social Work

O'Neal, Johnnie (2013, December). *Older MSM and HIV/AIDS: A grounded theory study to inform prevention.* VCU School of Social Work

Choi, Youn-Joon. (2011, May). *Determinants of clergy behaviors promoting safety of battered Korean immigrant women.* VCU School of Social Work.

McKinney, Robin (2010, deceased). *Help-seeking experiences of African American battered women.* VCU School of Social Work

Plummer, Sara-Beth (2007, May). *Victims' perspectives on the process of seeking a protective order: Predictors of perceived empowerment.* VCU School of Social Work.

Cross, Sharon D. (2005, December). *Perceptions of family held by older adolescents in non-*

relative foster care placement. VCU School of Social Work.

Matthews, John D. (2004, August). *A qualitative study of the lived experience of single, gay adoptive fathers.* VCU School of Social Work.

VCU SCHOOL OF SOCIAL WORK COMPREHENSIVE COMMITTEES

Ross, 2015; Gandy, 2013; George, 2013; Choi, 2008; Hash, 1999; Khoury, 2014; Matthews, 2003; McKinney, 2009; Plummer, 2004.

UNIVERSITY OF SOUTH CAROLINA, COLUMBIA, SC

Teaching Assistant and Adjunct Instructor, August, 1992 - July, 1995

Teaching Responsibilities

MSW Courses

- Advanced Micro Practice II: Social Work with Groups
- Advanced Micro Practice III: Social Work with Families

Social Work Courses (general education)

- Foundations of Social Welfare
- Current Issues in Social Welfare

Women's Studies Course

- Women in Society (undergraduate)

Committee Responsibility

- Micro Task Force

Center for Child and Family Studies

- Writer for the Collaborative MSW Systems-Changing Project (summer, 1994)

SISTERCARE, INC., COLUMBIA, SC

Support Group Facilitator, March, 1994 - June, 1995.

Responsibilities

- Facilitate support groups for abused women.

EASTERN MICHIGAN UNIVERSITY, YPSILANTI, MI.

Instructor, 1991-1992

Teaching Responsibilities

- Domestic violence (BSW)
- Domestic violence and women in prison (Women's studies and BSW)

DOMESTIC VIOLENCE PROJECT, Inc./ S.A.F.E. House, ANN ARBOR, MI, 1987-1992

Assistant Director (Non-Residential), 1990-1992

Coordinator of Non-Residential Services, 1987-1990

Responsibilities

- Oversee all crisis intervention, counseling, and advocacy for victims of domestic violence and their families in the non-residential program.
- Create, implement, and monitor program policies and procedures.

- Develop, coordinate, and evaluate various support groups.
- Develop, coordinate, and evaluate the agency's Speakers' Bureau.
- Develop, implement, and evaluate educational presentations and professional training about domestic violence.
- Organize a major agency fund-raiser; grant-writing.
- Recruit, train, and supervise paid staff, volunteers, and student interns.
- Provide direct counseling and advocacy services to victims of domestic violence and their families.
- Develop and coordinate specialized counseling and outreach services to incarcerated battered women.
- Develop and implement an outreach plan targeting the Latino, Asian, and African-American communities.
- Participate on task forces and projects addressing temporary, transitional, and permanent housing needs.

WASHTENAW UNITED WAY, ANN ARBOR, MI. 1985-1987.

Person-to-Person Division Manager and Acting Manager, Volunteer Action Center, 1986-1987
 Person-to-Person Division Associate, 1985-1986

Responsibilities

- Facilitate and monitor the on-going activity of employee committees at 23 workplaces.
- Raise funds for 54 health and human service agencies.
- Evaluate program activities and resources.
- Grant-writing.
- Liaison with community agencies.
- Recruit, train, and supervise paid employees and volunteers.
- Provide information and referral and volunteer placement opportunities for callers.

INSTITUTE FOR SOCIAL RESEARCH, UNIVERSITY OF MICHIGAN, ANN ARBOR, MI. 1983-85.

Research Assistant

Responsibilities

- Gather, compile, and interpret data.
- Prepare a questionnaire and process results for a large-scale survey entitled "Michigan Study of Generations."

STATE DEPARTMENT OF MENTAL HEALTH, OFFICE OF AFFIRMATIVE ACTION AND INTERGOVERNMENTAL AFFAIRS, LANSING, MI. 1984.

Mental Health Intern

Responsibilities

- Establish a sexual harassment training program.
- Analyze and prepare reports concerning workforce composition by race, sex, and job category.
- Monitor the Minority and Female-Owned Business Procurement program.
- Analyze and develop organizational policies and procedures.

ASSAULT CRISIS CENTER, WASHTENAW COUNTY COMMUNITY MENTAL HEALTH ANN ARBOR, MI. 1984.

Intern

Responsibilities

- Provide crisis intervention, counseling, and advocacy for victims of sexual assault and domestic violence and their families.

4-H DREAM MACHINE, BINGHAMTON, NY, 1982

Intern

Responsibilities

- Prepare and teach educational lessons and provide companionship and model behavior to low-income youth.

PUBLICATIONS

Books

Cramer, E.P. (Ed.). (2002). *Addressing homophobia and heterosexism on college campuses*. Binghamton, NY: Haworth Press. (Also published as *Journal of Lesbian Studies*, volume 6, number 3.)

Peer Reviewed Journal Articles

Choi, Y. J., & Cramer, E. P. (in press). An exploratory study of female Korean American church leaders' views on domestic violence. *Social Work & Christianity*.

Agnelli, K., Cramer, E.P., Buffington, M.L., Norris, J., & Meeken, L. (in press). Food Landscapes: Cooking, community service and art-making with teens. *Journal of Community Practice*.

Cramer, E.P., Ross, A.I., McLeod, D.A., & Jones, R. (2015). The impact on peer facilitators of facilitating a school-based healthy relationship program for teens. *School Social Work Journal*, 40(1), 23-41.

Buffington, M.L., Cramer, E.P., Agnelli, K., & Norris, J. (2015, September). Food Landscapes: A socially engaged art project. *Art Education*, 40-45.

McLeod, D.A., Jones, R., & Cramer, E.P. (2015). An evaluation of a school-based, peer-facilitated, healthy relationship program for at-risk adolescents. *Children & Schools*, 37(2), 108-116.

Cramer, E.P., Brady, S.R., & McLeod, D.A. (2013). Building capacity to address the abuse of persons with disabilities. *Journal of Community Practice*, 21(1-2), 124-144.

Cramer, E.P., & Brady, S.R. (2013). Competing values in serving older and vulnerable adults: Adult Protective Services, mandated reporting, and domestic violence programs. *Journal of Elder Abuse and Neglect*, 25(5), 453-468. DOI: 10.1080/08946566.2013.782781

Cramer, E.P., Ford, C.H., & Arroyo, A. (2012). An account of an inter-institutional faculty learning community on addressing issues of diversity and oppression in the classroom. *Learning Communities Journal*, 4, 5-35.

Cramer, E.P., Ryosho, N., & Nguyen, P. V. (2012). Using experiential exercises to teach about diversity, oppression, and social justice. *Journal of Teaching in Social Work*, 32(1), 1-13.

McAllister, C.A., Harold, R.D., Ahmedani, B.K., & Cramer, E.P. (2009). Targeted mentoring: An evaluation of a program. *Journal of Social Work Education*. 45(1), 89-104.

- Cramer, E.P., & Plummer, S. (2009). People of color with disabilities: Intersectionality as a framework for analyzing intimate partner violence in social, historical, and political contexts. *Journal of Aggression, Maltreatment & Trauma, 18*(2), 162-181.
- Matthews, J., & Cramer, E.P. (2008). Using technology to enhance qualitative research with hidden populations. *The Qualitative Report, 13*(2), 301-315. Retrieved from <http://www.nova.edu/ssss/QR/QR13-2/matthews.pdf>.
- Cramer, E. P., & Clark, P. (2006). The cut out domestic violence program in Virginia. *Family Violence & Sexual Assault Bulletin, 22*(3/4), 5-12.
- Matthews, J. D., & Cramer, E.P. (2006). Envisaging the adoption process to strengthen gay- and lesbian-headed families: Recommendations for adoption professionals. *Child Welfare, 85* (2), 317-340.
- Matthews, J.D., & Cramer, E.P. (2005). Parallel process issues for lesbian and gay adoptive parents and their adopted children. *Journal of Family Social Work, 9*(3), 35-56.
- Cramer, E.P. (2004). Unintended consequences of constructing criminal justice as a dominant paradigm in understanding and intervening in intimate partner violence. *Women's Studies Quarterly, 32*(3/4), 164-180.
- Cramer, E.P., Gilson, S.F., & DePoy, E. (2004). Women with disabilities and experiences of abuse. *Journal of Human Behavior in the Social Environment, 7*(3/4), 183-199. (Also published in N.J. Smyth (Ed.). *Women and girls in the social environment: Behavioral perspectives*. Binghamton, NY: Haworth Press.)
- Hash, K., & Cramer, E.P. (2003). Empowering gay and lesbian caregivers and uncovering their unique experiences through the use of qualitative methods. *Journal of Gay and Lesbian Social Services, 15*(1/2), 47-63. (Also published in W. Meezan & J.I. Martin (Eds.). *Research methods with gay, lesbian, bisexual and transgender populations*. New York: Haworth Press.)
- Cramer, E.P. (2002). Introduction. For special issue: Addressing homophobia and heterosexism on college campuses. *Journal of Lesbian Studies, 6*(3), 1-6.
- Gilson, S.F., Cramer, E.P., & DePoy, E. (2001). Redefining abuse of women with disabilities: A paradox of limitation and expansion. *AFFILIA: Journal of Women and Social Work, 16*(2), 220-235.
- Gilson, S.F., DePoy, E., & Cramer, E.P. (2001). Linking the assessment of self reported functional capacity with abuse experiences of women with disabilities. *Violence Against Women, 7*(4), 418-431.
- Gross, M., Cramer, E.P., Forte, J., Gordon, J., Kunkel, T., & Moriarty, L. (2000). The impact of sentencing options on recidivism among domestic violence offenders: A case study. *American Journal of Criminal Justice, 24*(2), 301-312.
- Cramer, E.P. (1999). Variables that predict verdicts in domestic violence cases. *Journal of Interpersonal Violence, 14*(11), 1137-1150.
- Cramer, E.P. (1999). Hate crime laws and sexual orientation. *Journal of Sociology and Social Welfare, 26*(3), 5-24.
- Black, B., Oles, T.P., Cramer, E.P., & Bennett, C.K. (1999). Attitudes and behaviors of social work students toward lesbian and gay male clients: Can panel presentations make a difference? *Journal of Gay and Lesbian Social Services, 9*(4), 47-68.
- Oles, T.P., Black, B.M., & Cramer, E.P. (1999). From attitude change to effective practice with gay male and lesbian clients: Exploring the relationship. *Journal of Social Work Education, 35*(1),

87-100.

- Cramer, E.P., & Gilson, S.F. (1999). Queers and crips: Parallel identity development processes for persons with nonvisible disabilities and lesbian, gay, and bisexual persons. *Journal of Gay, Lesbian, and Bisexual Identity*, 4(1), 23-37.
- Cramer, E.P. (1997). Effects of an educational unit about lesbian identity development and disclosure In a social work methods course. *Journal of Social Work Education*, 33(3), 461-472.
- Cramer, E. P., & Eldridge, T. (1997). Les Ms.: Creating an education and support group for lesbians. *Journal of Gay and Lesbian Social Services*, 7(1), 49 - 72.
- Cramer, E.P., Oles, T. P., & Black, B. M. (1997). Reducing social work students' homophobia: An evaluation of teaching strategies. *Areté*, 21(2), 36-49.
- Sohng, S., Porterfield, S., Langston, S., Kehle, L., Cramer, E., Chang, V.N., Bryson, B.J., & Bricker-Jenkins, M. (1996). Femschool: A work in progress. *AFFILIA: Journal of Women and Social Work*, 11(1), 111-123.
- Cramer, E. P. (1995). Feminist pedagogy and teaching social work practice with groups: A case study. *Journal of Teaching in Social Work*, 11(1/2), 193-215.

Peer Reviewed Book Chapters

- Cramer, E.P. (in press). Social justice video presentation. [Assignment]. In L. Hitchcock, M. Sage, & N.J. Smyth. *Teaching social work with digital technology*. Alexandria, VA: CSWE Press.
- Cramer, E.P., Buffington, M.L., Norris, J., & Walston, T. (2015). A field trip to the art museum! Complicating the experience and interpretation of field trips as complex interactions of public space, boundaries, and belonging. In E. Woods (Ed.). *Experiential learning: Emerging perspectives, strategies and educational outcomes* (pp. 67-86). New York: Nova Science Publishers, Inc.
- Cramer, E.P. (2012). Talking the talk and walking the walk with the sexuality and gender identity group. In L. Grobman & J. Clements (Eds.). *Riding the mutual aid bus and other adventures in group work: A days in the lives of social workers collection* (pp. 129-135). Harrisburg, PA: White Hat Communications.
- Cramer, E.P. (2006). The day we shared our coming out stories. In L. Messinger & D. Morrow (Eds.). *Sexual orientation and gender expression: A casebook* (pp. 75-79). New York: Columbia University Press.
- Cramer, E.P. (2003). Making connections: Parallel process in lesbian and bisexual women's recovery from addiction and healing from homophobia. In J.S. Whitman & C.J. Boyd (Eds.). *The therapist's notebook for lesbian, gay, and bisexual clients: Homework, handouts, and activities for use in psychotherapy* (pp. 256-261). Binghamton, NY: The Haworth Press Clinical Practice Press.
- Cramer, E. P. (1997). Strategies for reducing social work students' homophobia. In J. T. Sears & W.L. Williams (Eds.). *Overcoming heterosexism and homophobia: Strategies that work* (pp. 287-298). New York: Columbia University Press.

Peer Reviewed Publications (Other)

- Cramer, E.P., Gilson, S.F., & DePoy, E. (2004). Impact of domestic violence on women with disabilities. In F.S. Danis & L.L. Lockhart (Eds.). *Breaking the silence in social work education: Domestic*

violence modules for foundation courses (pp. 109-112). Alexandria, VA: Council on Social Work Education.

Cramer, E.P. (2000). Lesbian and bisexual women. In C.J. Smith, J. Gabriel, B. Lott, and M. Hirano (Eds.). *Teaching racial, ethnic, and cultural diversity in social work: A collection of model course outlines* (pp. 21-28). Alexandria, VA: Council on Social Work Education.

Invited Book Chapters

Hutchison, E., & Cramer, E. (2017). Small groups, formal organizations, and communities. In E. Hutchison (Ed.), *Essentials of human behavior: Integrating person, environment, and the life course* (2nd ed.). (pp. 225-260). Los Angeles: Sage.

Ford, C.H., & Cramer, E.P. (2015). Network VA: A case study of a statewide effort to build LGBTQ coalitions for change on college campuses. In J. C. Hawley (Ed.) *Expanding the circle: Creating an inclusive environment in higher education for LGBTQ students and studies* (pp. 127-139). Albany, NY: SUNY Press.

Cramer, E.P. (2015). Small groups. In E. Hutchison (Ed). *Dimensions of human behavior: Person and environment* (5th ed). (pp. 381-412). Thousand Oaks, CA: Sage Publications.

Cramer, E, & Hutchison, E. (2012). Small groups and families. In E. Hutchison (Ed.), *Essentials of human behavior: Integrating person, environment, and the life course* (pp. 327-372). Thousand Oaks, CA: Sage.

Cramer, E. (2011). Small groups. In E. Hutchison (Ed). *Dimensions of human behavior. Person and environment* (4th ed). (pp. 355 - 383). Thousand Oaks, CA: Sage Publications.

Cramer, E.P., & Plummer, S. (2010). Social work practice with abused persons with disabilities. In Lockhart, L., & Danis, F. (Eds.). *Domestic violence: Intersectionality and culturally competent practice* (pp. 128-154). New York: Columbia University Press.

Cramer, E.P. (2009). Considerations in choosing an LGBTTTQ-focused scholarship agenda in Social Work. In W. Meezan & J.I.Martin (Eds.). *Handbook of research with lesbian, gay, bisexual, and transgender populations* (pp. 402-412). New York: Routledge.

DePoy, E., Gilson, S.F., & Cramer, E.P. (2003). Understanding the experiences of and advocating for the service and resource needs of abused, disabled women. In A. Hans & A. Patri (Eds). *Women, disability and identity* (pp. 177-187). Thousand Oaks, CA: Sage Publications.

Cramer, E. P. (2008). Small groups. In E. Hutchison (Ed.). *Dimensions of human behavior. Person and environment* (3rd ed). (pp. 375-405). Thousand Oaks, CA: Sage Publications.

Cramer, E. P. (2003). Small groups. In E. Hutchison (Ed.). *Dimensions of human behavior. Person and environment* (2nd ed) (pp. 437-470). Thousand Oaks, CA: Sage Publications.

Cramer, E. P. (1999). Small groups. In E. Hutchison (Ed.). *Dimensions of human behavior. Person and environment* (pp. 379-406). Thousand Oaks, CA: Pine Forge Press.

Cramer, E.P. (1997). Learning from Les Ms. In L.D. Brimner (Ed.). *Letters to our children: Lesbian and gay adults speak to the new generation* (pp. 108-113). New York: FranklinWatts.

CD-Roms

Gilson, S., DePoy, E., & Cramer, E. (2003). *Violence against women with disabilities*. Washington, DC: Office on Women's Health, Department of Health and Human Services. Also on the Web: <http://www.ccids.umaine.edu/dvp/index.htm>

Magazine Articles

Cramer, E.P., & Ford, C.H. (2011, September-October). Gay rights on campus, circa, 2011. *Academe*. Available at: <http://www.aaup.org/AAUP/pubsres/academe/2011/SO/Feat/cram.htm>

Web-based Publications

Matthews, J.D., & Cramer, E.P. (2006). *Using the Internet to reach hidden populations*. Available at: <http://www.4researchers.org/articles/298>. A technical assistance project from the National Institute of Mental Health (NIMH).

Community and University Publications

Robinson Brock, J., Dellinger-Wray, M., Cramer, E.P., & Stim, H. (2016). *Abuse awareness training: The needs of brain injury support directors and providers in Virginia*. Virginia Commonwealth University Partnership for People with Disabilities and the School of Social Work.

Robinson Brock, J., Cramer, E.P., Dellinger-Wray, M., & Varky, S. (2016). *Understanding Protective Orders in Richmond, Virginia*. English, Spanish, Braille and large print versions. Virginia Commonwealth University Partnership for People with Disabilities and the School of Social Work.

Robinson, J., Cramer, E.P., Dellinger-Wray, M., & Varky, S. (2013). *Understanding Protective Orders in Richmond, Virginia*. English, Spanish, Braille and large print versions. Virginia Commonwealth University Partnership for People with Disabilities and the School of Social Work.

Brady, S. R., Cramer, E., Dellinger-Wray, M., & Johnston, S. (2009). *Resources for Independent Living staff training curriculum: Risk assessment and safety planning*. Virginia Commonwealth University School of Social Work and Partnership for People with Disabilities, YWCA of Richmond, and Resources for Independent Living.

Brady, S. R., Cramer, E., Dellinger-Wray, M., & Johnston, S. (2009). *Resources for Independent Living staff training curriculum: Risk assessment and safety planning suggestions for facilitators*. Virginia Commonwealth University School of Social Work and Partnership for People with Disabilities, YWCA of Richmond, and Resources for Independent Living.

Johnston, S., Carrow, R., Cramer, E., Dellinger-Wray, M., & Guardino, M. (2009). *Resources for Independent Living staff training curriculum: Sexual violence intervention*. Virginia Commonwealth University School of Social Work and Partnership for People with Disabilities, YWCA of Richmond, and Resources for Independent Living.

Johnston, S., Cramer, E.P., Dellinger-Wray, M., Haw, E., Lee, N.L., McCollum, H. R., & Mercer, K. (2008). *Resources for Independent Living staff training curriculum: Domestic violence and legal protections*. Virginia Commonwealth University School of Social Work and Partnership for People with Disabilities, Supreme Court of Virginia, Office of the Executive Secretary, and YWCA of Richmond.

Dellinger-Wray, M., Cramer, E.P., Johnston, S., Mercer, K., & Vandergrift, K. F. (2008). *Understanding Family Abuse Protective Orders in Richmond, Virginia*. English, Spanish, & Braille versions. Virginia Commonwealth University Partnership for People with Disabilities and the School of Social Work.

Cramer, E.P., Gilson, S.F., & DePoy, E. (March, 2000). Abused women with disabilities study. Executive Summary.

Cramer, E. P. (1995, December). Counseling lesbian and gay male clients. *Perspectives on Multiculturalism and Cultural Diversity*, Virginia Commonwealth University, pp. 10 - 12.

Cramer, E. (1994). *Re-professionalizing public child welfare: The collaborative systems-changing MSW project in South Carolina*. Columbia, SC: University of South Carolina, Center for Child and Family Studies.

Cramer, L. (1993). Women on AFDC. *National Coalition Against Domestic Violence Voice*, Summer issue, 11-12.

Cramer, L. (1990). Recommendations for working with Jewish battered women. *National Coalition Against Domestic Violence Voice*, Fall issue, 4-5.

Research Reports

Cramer, E.P., & Jones, R. (2015). Focus Group with the Peer Mentors for the Relate program. February 24, 2015. James River High School.

Cramer, E.P., McLeod, D.A., & Jones, R. (2012). Focus Group with the Peer Mentors for the Relate program. January, 31, 2012. Matoaca High School.

Cramer, E.P., McLeod, D.A., & Jones, R. (2012). Focus Group with the Peer Mentors for the Relate program. March 20, 2012. James River High School.

Cramer, E.P., & Brady, S.R. (2010, June 24). *Faculty Learning Community comparison of pre/post assessments and participatory outcomes*. Richmond, VA: Virginia Commonwealth University School of Social Work.

Cramer, E.P. (2005, May). *Focus group for the Relate Project*. A report for the Chesterfield County Domestic Violence Task Force and Chesterfield Mental Health, Prevention services.

Cramer, E.P., & Clark, P. G. (2004, June). *Evaluation of the Cut Out Domestic Violence Program in Virginia*. A report for the Attorney General's Office, Commonwealth of Virginia.

Gross, M., Cramer, E., Forte, J., Gordon, J.A., Kunkel, T., & Moriarty, L.J. (2001). What is the best way to reduce domestic violence? Impact of sentencing options on recidivism among violence offenders: A case study. *Criminal Justice Reports*, 2(3), 40-41.

Gross, M., Cramer, E., Forte, J., Gordon, J.A., Kunkel, T., & Moriarty, L.J. (2000). Court sentencing options and recidivism among domestic violence offenders. *Domestic Violence Report*, 5(4), 49 - 50, 60 - 62.

Cramer, E.P., & Forte, J. (1998). Factors influencing case outcomes in domestic violence trials. *Domestic Violence Report*, 3(6), 81+.

Chesterfield County Domestic Violence Task Force (1996, September). Data Collection and Monitoring Committee Report.

Sarri, R., duRivage, V., & Cramer, L. (1984). *The status of women in Michigan: A statistical portrait*. Ann Arbor, MI: University of Michigan, School of Social Work.

Conference Proceedings and Discussion Papers

- DePoy, E., Gilson, S.F., & Cramer, E.P. (2001, July). *Abuse and disability: The intersection of limitation and vulnerability*. Conference abstract. 7th International Family Violence Research Conference. Portsmouth, New Hampshire.
- Gross, M., Cramer, L, Forte, J., Gordon, J., Kunkel, T., & Moriarty, L. (1999, September). *The impact of sentencing options on recidivism among domestic violence offenders*. Conference abstract. Southern Criminal Justice Association. Chattanooga, Tennessee.
- Cramer, E.P., & Forte, J. (1998, July). *Factors influencing case outcomes in domestic violence trials*. Discussion Paper. National Coalition Against Domestic Violence Conference. Denver, CO.
- Cramer, E.P., & Beverly, W. (1998, January). *The defining function of social work: A multi-method, emergent study of social work practitioners and students*. Research for Social Work Practice Conference. Miami, Florida.

Book Reviews

- Cramer, E.P. (2001, Fall). Book Review of Lesbians and Gays & the Empowerment Perspective. *The Lesbian Review of Books*, 8(1), 8-9.
- Cramer, E.P. (2001). Book Review of Neither Separate Nor Equal: Women, Race, and Class in the South. *AFFILIA: Journal of Women and Social Work*, 16(1), 110-111.
- Cramer, E.P. (2000). Book Review of Social Work with Lesbians, Gays, and Bisexuals: A Strengths Perspective. *The Lesbian Review of Books*, 6(3), 9.
- Cramer, E.P. (1999). Book Review of Confronting Sexism and Violence Against Women: A Challenge for Social Work. *AFFILIA: Journal of Women and Social Work*, 14(2), 246-248.
- Cramer, E.P. (1999). Book Review of Foundations of Social Work Practice with Lesbians and Gay Persons. *The Lesbian Review of Books*, 5(2), 9-10.

REVIEWER ACTIVITIES

Reviewer, *Journal of Gay and Lesbian Social Services*, 2011 – present.

Editorial board member, *Journal of Lesbian Studies*, September, 2002 - 2005.

Grant Panel Reviewer. *Promising practices for serving crime victims with disabilities*. U.S. Department of Justice, Office for Victims of Crime. SafePlace, Austin, TX. January, 2003.

Grant Panel Reviewer, U.S. Department of Justice, Office on Violence Against Women, 2002 *Education and Technical Assistance Grants to End Violence Against Women with Disabilities*, Washington, DC.

Peer reviewer for *Journal of Social Work Education's Special Section on Domestic Violence*. June, 2002.

Peer reviewer for *Integrating Domestic Violence Content in the Social Work Curriculum*. Council on Social Work Education Publications and Media Commission. June, 2002.

Peer reviewer for the *Journal of Gay and Lesbian Medical Association*, 2000, 2003.

Peer reviewer for the journal *Criminal Justice and Behavior*, 2000.

Reviewer of prospecti and book chapters for various book publishers including Allyn and Bacon, Longman Publishing, McGraw Hill, NASW Press, Taylor and Francis, and Worth Publishers.

FUNDED RESEARCH, CONTRACTS, AND COMMUNITY GRANTS

Department of Criminal Justice Services, Virginia Sexual and Domestic Violence Victim Fund, July 1, 2015 – June 30, 2017. Cramer serves as Principal Investigator for joint submission, School of Social Work and Partnership for People with Disabilities. Awarded \$31,330 for year one, and \$31,330 for year two for the I-CAN! Accessibility Continuation Project. During year one, the project will update and re-print a booklet about how to obtain a protective order in collaboration with the Virginia Poverty Law Center. In collaboration with Mill House/Community Brain Injury services, a curriculum will be developed to train staff at all the brain injury services organizations in Virginia about abuse and community supports, which will be modeled after our successful training for Mill House staff members. The training will be delivered and evaluated in year two.

VCU Presidential Research Quest Fund, July, 2015, - December, 2016. VCU School of Social Work and Partnership for People with Disabilities. Awarded \$50,000. Cramer serves as Principal Investigator. This study, *Pilot Project for LEAP Fidelity of Implementation*, aims to develop protocols and monitoring tools to assess fidelity of implementation and measurement for change in participant outcomes for LEAP, an abuse prevention program for individuals with intellectual and developmental disabilities.

VCU Community Engagement Grant, July, 2015 – June, 2016. VCU Partnership for People with Disabilities, VCU School of Social Work, and VCU Department of Rehabilitation Counseling, in partnership with Heart Havens and the Virginia Anti-Violence Project, awarded \$20,000 from the VCU Council for Community Engagement for a project entitled, *Expanding Healthy Relationships in Central Virginia*. Cramer serves as co-Principal Investigator. Through this project, an interdisciplinary group of 8 VCU students will participate in Leadership for Empowerment and Abuse Prevention (LEAP), a healthy relationships program for persons with intellectual and developmental disabilities. VCU partners will collaborate with Heart Havens and the Virginia Anti-Violence Project to train VCU students to implement and evaluate the LEAP curriculum.

Virginia Board for Persons with Disabilities, October, 2013 – September, 2015. Awarded \$178,125 for the two-year grant period. Cramer serves as co-Principal Investigator on *Leadership for Empowerment and Abuse Prevention* (LEAP), a project to teach people with developmental and other disabilities about healthy relationships and how to better protect themselves from sexual assault, abuse, neglect, and violence.

Department of Criminal Justice Services, Virginia Sexual and Domestic Violence Victim Fund, January, 2013-June, 2015. Cramer serves as Principal Investigator for joint submission, School of Social Work and Partnership for People with Disabilities. Awarded \$31,330 for year one, and \$31,340 for year two, (\$15,665 for 6 month extension while funder moves to a state fiscal year cycle) for the I-CAN! Accessibility Continuation Project. The project continued its work to make the I-CAN! programs more accessible to persons with disabilities. In collaboration with the Brain Injury Association of Virginia, the project conducted roundtable discussions about abuse and community resources to staff and members of Mill House, a clubhouse for survivors of brain injury, and developed a YouTube video geared toward providing information about abuse and community resources to survivors of brain injury and other cognitive disabilities.

VCU Community Engagement Grant, July, 2013 – June, 2014. VCU Art Education Department and VCU School of Social Work, in partnership with the Neighborhood Resource Center (NRC) and Transitions Day Support Services, awarded \$19,766 from the VCU Council for Community Engagement. Cramer served as co-Principal Investigator on the award. Through this project entitled, *Food Landscapes: A nutrition and arts-focused service- learning project for youth at the Neighborhood Resource Center*, VCU faculty and students developed and evaluated a multifaceted program for youth at the NRC. Documenting their experiences throughout using Flip video cameras, NRC youth learned cooking techniques and subsequently planned and taught cooking lessons to adults with disabilities at Transitions Day Support Center. NRC youth also conducted tours of food-related art at the Virginia Museum of Fine Arts for Transitions adults. VCU faculty and students studied the effects of this program on the NRC youth.

Department of Criminal Justice Services, Virginia Sexual and Domestic Violence Victim Fund, 2011-2012. Cramer served as Principal Investigator for joint submission, School of Social Work and Partnership for People with Disabilities. Awarded \$30,144 for year one, and \$31,349 for year two, for the I-CAN! Accessibility Continuation Project. The project continued and expanded upon its work to make the I-CAN! programs more accessible to persons with disabilities and trained courthouse clerks on the experiences and needs of abused persons with disabilities.

VCU Center for Teaching Excellence. Joint Faculty Learning Community with Norfolk State University on *Addressing Issues of Diversity and Oppression in the Classroom*. Academic year 2009 – 2010.

Department of Criminal Justice Services, Virginia Sexual and Domestic Violence Victim Fund, 2009-2010. Cramer served as Principal Investigator for joint submission, School of Social Work and Partnership for People with Disabilities. Awarded \$31,393 for year one, and \$31,564 for year two, for the I-CAN! Accessibility Continuation Project. The project continued and expanded upon its work to make the I-CAN! program more accessible to persons with disabilities and enhanced the capacity of disability service professionals to provide assistance to abused persons with disabilities.

Department of Criminal Justice Services, Virginia Sexual and Domestic Violence Victim Fund, 2007-2008. Cramer served as Principal Investigator for joint submission, School of Social Work and Partnership for People with Disabilities. Awarded \$46,458 for year one, and \$33,469 for year two, for the I-CAN Accessibility Project. The primary purpose of the project was to make Family Abuse Protective Orders easier to obtain for individuals with disabilities through the I-CAN Online system of the Supreme Court of Virginia. The project worked with individuals with disabilities and law enforcement and court personnel to improve accessibility to protective orders. The project piloted a program that trained professionals to help individuals with disabilities to obtain protective orders and to serve as a resource in cases of abuse not addressed through the orders.

Ford Foundation, Difficult Dialogues Program, 2006-2008. Virginia consortium proposal awarded \$10,000 to participate in the initiative. Held a successful statewide conference on March 3, 2007 entitled “Network VA: Building LGBTQ Coalitions for Change on Campus.”

VCU Center for Teaching Excellence (faculty teaching grant, \$3,440), 2003-2004, took the lead on submission of grant proposal and implementation of project. The goals were: (A) To enhance teaching comfort and effectiveness in the areas of diversity and social justice by sponsoring a university-wide lecture for faculty, staff, and doctoral students entitled “What Makes Our Teaching ‘Anti-Oppressive’?: A Critical Overview of Research and Practice.” (B) To provide advanced strategies for teaching social justice and diversity content in social work courses by sponsoring an interactive workshop for School of Social Work faculty and doctoral students entitled “When Students Resist: Troubling Views of Crisis, Uncertainty, and Progressive Change.” Both presentations featured Dr. Kevin Kumashiro, M.A., Ph.D., Director of the Center for Anti-Oppressive Education and Senior Program Specialist in the Human and Civil Rights Division of the National Education Association.

Office on Women's Health, Department of Health and Human Services (contract administered through University of Maine, \$25,000). Development of a curriculum module for schools of social work focusing on abuse of women with disabilities. Co-developer with Drs. Stephen Gilson and Elizabeth DePoy, University of Maine, Orono. September, 2002 – September, 2003.

Richmond Gay Community Foundation (Diversity Thrift) grant (\$1,831) in cooperation with Rubicon's Women Treatment Program and Women's and Children's Treatment Program, July – December, 2001.

Community Service Associate (\$2,169 plus fringe), Chesterfield County Domestic Violence Task Force, Summer, 1996.

Faculty Grant-in-Aid (\$4,998). Conducted focus groups with MSW practitioners and MSW students to determine their views on the defining function of the social work profession. Fall, 1996, and Spring, 1997.

SCHOOL AND COMMUNITY-SUPPORTED RESEARCH

Program Evaluation of the Relate program, an adolescent, school-based, five-session, healthy relationships curriculum. Pre/Post assessment of participants and focus groups with peer mentors. Chesterfield County Domestic Violence Task Force DELTA committee and Chesterfield County Prevention Services. 2011-2015.

Pre/Post Assessment of Joint (VCU and Norfolk State University) Faculty Learning Community on Addressing Issues of Diversity and Oppression in the Classroom. Academic year 2009 – 2010.

Focus Group for the Relate Project. Chesterfield County Domestic Violence Task Force and Chesterfield Mental Health, Prevention Services. May 24, 2005 and March 21, 2006.

Evaluation of the Cut Out Domestic Violence Training, in partnership with the Attorney General's Office, Commonwealth of Virginia, 2003.

Domestic violence recidivism project. Chesterfield County, 1998-1999.

Experiences and resource needs of abused women with disabilities. Multisite focus group research, Spring 1998, Winter/Spring 1999.

Factors influencing case outcomes in domestic violence trials. Chesterfield County Juvenile and Domestic Relations Court, 1997-1998.

Multisite studies on the effects of multimethod educational units and instructor disclosure on social work students' attitudes toward and anticipated professional behavior with lesbians and gay men, 1995-1997.

Curriculum development in graduate social work education. National survey, 1995-1996.

SELECTED PROFESSIONAL TRAINING, WORKSHOPS, CONFERENCE PRESENTATIONS, CONSULTING, AND SEMINARS CONDUCTED

International, National, and State Conferences: Juried

Leadership Empowerment for Abuse Prevention: Selecting a Curriculum, an Interdisciplinary Approach. Poster presented by Jack Brandt, and with Molly Dellinger-Wray. American Association of University Centers on Disabilities Annual Conference, Washington, DC. November, 2014.

MSW Students' Experiences with Digital Storytelling Using the Educreations iPad App. Co-presented with Kate Agnelli. Council on Social Work Education Annual Program Meeting, Tampa, FL. October, 2014.

Challenges and Opportunities in Teaching and Measuring LGBTQ Competencies with Students. Co-panelist with Megan Gandy and Lori Messinger. Council on Social Work Education Annual Program Meeting, Tampa, FL. October, 2014.

Food Landscapes: Art, Service Learning, and Community Building. Co-presented with Kate Agnelli, Jessica Norris and Melanie Buffington. Food and Foodways: 2014 Women's & Gender Studies Conference. University of South Carolina, Columbia, SC. February, 2014.

Evaluation of a Peer-Facilitated, Teen Dating Violence Prevention Program. Co-presented with David McLeod. International Conference & Summit on Violence, Abuse & Trauma. San Diego, CA. September, 2013.

The Impact of Facilitation of Healthy Relationship Programs on Adolescent Peer Educators. Co-presented with David McLeod. Council on Social Work Education Annual Program Meeting, Washington, DC. November, 2012.

Examining the Impact of Teen Dating Violence Prevention Programming on Both Participants and Peer Facilitators. Co-presented with David McLeod. International Family Violence and Child Victimization Research Conference, Portsmouth, NH. July, 2012.

Creating Community Collaboration to Address Violence Against People with Disabilities: Critical Issues and Lessons Learned. Presented by Molly Dellinger-Wray and David McLeod. Association of University Centers on Disabilities [AUCD] 2011 conference, Washington, DC, November, 2011.

A Mixed Method Evaluation of a Peer-Facilitated Healthy Relationship Program for Teens. Poster session presented by David A. McLeod. Council on Social Work Education Annual Program Meeting, Atlanta, GA, October, 2011.

Methodological, Logistical and Ethical Issues in Research Related to People with Disabilities. Co-presented roundtable at the Society for Social Work and Research 15th Annual Conference, Tampa, FL. January, 2011.

Promoting Capacity Building in Non-Domestic Violence Programs to Address Violence against Women. Co-presented at the Council on Social Work Education Annual Program Meeting, San Antonio, TX, November, 2009.

Victims' Perspectives on the Process of Seeking a Protective Order: Predictors of Perceived Empowerment. Co-presented at the Society for Social Work and Research 13th Annual Conference, New Orleans, LA. January, 2009.

Victims' Perspectives on the Process of Seeking a Protective Order: Predictors of Perceived Empowerment. Co-presented at the Council on Social Work Education Annual Program Meeting, Philadelphia, PA, October, 2008.

Process and Outcomes: Lessons Learned by Studying Single, Gay Adoptive Fathers. Co-presented with John Matthews at the American Psychological Association's National Multicultural Conference and Summit. Seattle, WA. January, 2007.

Process and Outcomes: Lessons Learned by Studying Single, Gay Adoptive Fathers. Presented by John Matthews at the Family Pride “Real Families, Real Facts: Research Symposium on LGBT-headed Families,” Philadelphia, PA, May, 2006.

Using Experiential Exercises to Teach about Oppression and Justice. Co-presented Faculty Development Institute at the Council on Social Work Education Annual Program Meeting, Chicago, IL, February, 2006.

Targeted Mentoring: A Council on Sexual Orientation and Gender Expression Project. Co-presented at the Council on Social Work Education Annual Program Meeting, Chicago, IL, February, 2006.

Using Technology to Enhance Research with Hidden Populations. Co-presented at the Society for Social Work and Research Conference, San Antonio, TX, January, 2006.

LGBT Research and Researchers: Risks and Rewards. Roundtable presenter at the Society for Social Work and Research Conference, Miami, FL, January, 2005.

Healing Broken Hearts. Co-presented at the 16th Annual International ATTACH Conference. Richmond, VA, October, 2004.

Lifeline: Using an Experiential Exercise to Teach About Oppression and Justice. Co-presented at the Annual Program Meeting of the Council on Social Work Education. Anaheim, CA, February, 2004.

Meet the Authors. Addressing Homophobia and Heterosexism on College Campuses. Presented at the Annual Program Meeting of the Council on Social Work Education. Anaheim, CA, February, 2004.

Abuse and Disability: The Intersection of Limitation and Vulnerability. Poster presentation at the 7th International Family Violence Research Conference. Portsmouth, New Hampshire, July, 2001.

Abuse Experiences and Service Needs of Women with Disabilities. Co-presented at the National Conference on Health Care and Domestic Violence. San Francisco, CA, October, 2000.

Disability and Domestic Violence: An Assessment and Policy and Practice Challenge. Group research project and paper presented by Elizabeth DePoy. 5th Annual Conference on Family Violence. San Diego, September, 2000.

Experiences of Abuse and Service Needs of Abused Women with Disabilities. Co-presented at the Annual Program Meeting of the Council on Social Work Education. New York City, February, 2000.

The Impact of Sentencing Options on Recidivism among Domestic Violence Offenders. Group research project and paper presented by J. Gordon and L. Moriarty. Southern Criminal Justice Association. Chattanooga, Tennessee, September, 1999.

Parallel Identity Processes: Persons with Disabilities and Lesbian/Gay/Bisexual/Transgendered Persons. Co-presented at the Annual Program Meeting of the Council on Social Work Education. San Francisco, CA, March, 1999.

Responding to Institutional and Environmental Characteristics Affecting Programs' Compliance with Standards on Gays and Lesbians. Panel presentation at the Annual Program Meeting of the Council on Social Work Education. San Francisco, CA, March, 1999.

Factors Influencing Case Outcomes in Domestic Violence Trials. Co-presented at the National Coalition Against Domestic Violence Conference. Denver, CO, July, 1998.

Reinforcing Professional Behavior: Can Presentations to Field Students Make a Difference? Co-presented at the Annual Program Meeting of the Council on Social Work Education. Orlando, FL, March, 1998.

The Defining Function of Social Work: A Multi-Method Emergent Study of Social Work Practitioners and Students. Poster presentation at the International Conference on Research on Social Work Practice. Miami, FL, January, 1998.

Curriculum Development in Graduate Social Work Education. Co-presented at the Annual Program Meeting of the Council on Social Work Education. Chicago, IL, March, 1997.

From Attitude Change to Effective Practice: Exploring the Relationship. Co-presented at the Annual Program Meeting of the Council on Social Work Education. Chicago, IL, March, 1997.

Feminist Perspectives on Lesbian Identities. Workshop at the National Women's Studies Association Annual Conference. Saratoga Springs, N.Y., June, 1996.

Reducing Social Work Students' Homophobia: An Evaluation of Teaching Strategies. Co-presented at the Annual Program Meeting of the Council on Social Work Education. Washington D.C., February, 1996.

Hearing Things: Developing Lesbian Education and Support in South Carolina. Annual Women's Studies Conference. Columbia, SC. Co-presenter. March, 1995.

Women who are Poor and Working-Class: Physical, Emotional, Social and Spiritual Dimensions. Presented at the Annual Program Meeting of the Council on Social Work Education. Atlanta, GA, March, 1994.

Cross-Cultural Competence in Graduate Teaching Assistants' Education. Co-presented at the Fourth Annual Conference on the Training and Employment of Graduate Teaching Assistants, Chicago, IL, November, 1993.

Support and Advocacy for Survivors who are Incarcerated. Intensive workshop at the In Defense of Battered Women conference, Ann Arbor, MI, May, 1992.

Women Fighting Back, panel presentation at the National Women and the Law Conference, Detroit, MI, March, 1990.

Sexual Assault in Battering Relationships. Workshop at the Sexual Assault Information Network's annual conference, Gaylord, MI, October, 1988.

International, National, and State Conferences: Invited

Collaborative Prevention Program Evaluation Activities: Chesterfield DELTA. Invited co-presenter. DELTA Quarterly Meeting, Virginia Sexual and Domestic Violence Action Alliance, Richmond, VA. September, 2012.

Integrating LGBTQ Advocacy into Broader Diversity-Related Efforts on Your College Campus. And Justice For All: A Symposium on Sexual Orientation & Gender Identity Programs and Policies at Virginia Colleges and Universities. Co-sponsored by Network Virginia, Equality Virginia, and Virginia Commonwealth University. Richmond, VA. June 18, 2011.

Different Sized Campuses; Different Types of Activism. Invited panel presenter for the Generation Equality Conference. University of Richmond, Richmond, VA. March, 2010.

Working within Community Channels to Access Hard-to-Reach Populations. Invited panel presenter for the Qualitative/Community Research Conference. School of Social Work, Virginia Commonwealth University, Richmond, VA. October, 2005.

Abused Persons with Disabilities. Invited presenter for the Annual Spinal Cord Injury Symposium, Rehabilitation and Research Center at Virginia Commonwealth University Health System, Ramada Plaza Resort, Virginia Beach, VA. October, 2005.

Is GLBT a New Kind of Sandwich? Invited presenter for the NASW Pre Conference Institute, Gay, Lesbian, Bisexual, and Transgender Populations: Creating a Healthy Community. Hotel Roanoke and Conference Center, Roanoke, VA. March, 2004.

Addressing Homophobia and Heterosexism on College Campuses. Invited presenter for half-day workshop. University of North Carolina at Greensboro. April, 2003.

Recent Research Advances in Understanding Abuse of Women with Disabilities: Implications for Funding and Service Delivery. Office on Women's Health, Department of Health and Human Services. Violence Against Women: "Communities on the Fringe" one-day strategy meeting. Washington, DC, March, 2002.

Communication for Self-Expression and Empowerment. Co-presented at the Summer Institute for Feminist Social Work, Indianapolis, IN, June, 1995.

Community Session, Violence Against Women. Resource person. Summer Institute for Feminist Social Work, Western Kentucky University, July, 1994.

Regional and Community Presentations: Invited

Abuse of Persons with Disabilities. Empowerment through Education Series, YWCA of Richmond and VCU Institute for Women's Health. Richmond, VA. October 9, 2014.

Women Loving Women ... What's in a Name? Speaker. Richmond Lesbian Feminists. Henrico, VA. March, 2014.

Community Conversation on Ageism. Panelist. Services and Advocacy for Gay, Lesbian, Bisexual and Transgender Elders. Richmond, VA. June 21, 2012.

Implications of Difference in Our Classrooms. VCU Center for Teaching Excellence's Summer Institute on Inclusive Teaching and Learning, Richmond, VA. June 19, 2012.

Sexual Orientation and Gender Identity across the Life-course. Moderator and panel presenter on LGBTQ issues in adulthood. 2011 Hans S. Falck Lecture on Social Responsibility. William Byrd House, Richmond, VA. October 11, 2011.

Diversity and Inclusive Excellence. Co-presented with Kevin Harris. VCU Department Chairs Certification Pilot Program. Charles City County, VA. June 7, 2011.

Addressing Diversity and Oppression Issues in Your Classes: Content, Process, Challenges, and Rewards. Two-part workshop for Center for Teaching Excellence junior faculty mentorship program participants. Richmond, VA. January and February 2011.

Diversity at VCU. Grace E Harris Leadership Institute's VCU Leadership Program. Richmond, VA. September, 2010 and April, 2011.

Diversity in the Classroom. Center for Teaching Excellence Brown Bag Lunch, Richmond, VA. November 5, 2010.

Social Justice Perspectives. Guest presentation for Health Disparities and Social Justice doctoral class. Virginia Commonwealth University, Richmond, VA. September 20, 2009.

Intersecting Identities: LGBT in Marginalized Communities. Panelist for Coming Out Week event sponsored by Queer Action and the Office of Multicultural Student Affairs. Virginia Commonwealth University, Richmond, VA. October, 2008.

Crossover Exercise. Facilitator. Equality Virginia Activist Conference. Richmond, VA. July, 2008.

Vigil against Hate. Invited speaker. Thomas Jefferson Memorial Monument. Washington, DC. November, 2007.

People with disabilities. Panelist on the intervention/prevention panel for the Office of the Attorney General domestic violence summit. Looking Back, Moving Forward: Building on Virginia's Plan to End Domestic Violence. Richmond, VA. October, 2007.

Spinal Cord Injury in Women Resulting from Domestic Violence. Poster presentation (lead author, Nicole Abdul). Women's Health Research Day. Virginia Commonwealth University, Richmond, VA. March, 2006.

Dialogue on Race. Facilitator for Chaplains' Retreat, Metropolitan Community Church of Richmond. August, 2005.

Sexuality and Social Justice. Guest presentation for WRLD 210: Introduction to Social Justice Studies. Virginia Commonwealth University, Richmond, VA. March, 2005. April, 2006, April 2009, November, 2010.

Violence in GLBT Families and Communities. Guest presentation for SOCY 691, Sexual and Domestic Violence in Social Context. Virginia Commonwealth University, Richmond, VA. February, 2005; October, 2006, October 2007.

Abused Persons with Disabilities. Rounds. Physical Medicine and Rehabilitation. Virginia Commonwealth University, Richmond, VA. February, 2005.

Sexuality and Gender. Staff in-service for the Richmond Metro Treatment Center. Richmond, VA. February, 2005.

Race, Religion, and Sexual Identity. Co-facilitated dialogues sponsored by Richmond Peace Education Center. Richmond, VA. July & August, 2004.

Wounded Spirits: Healing Practices for Gay, Lesbian, Bisexual, and Trans Persons. Co-presented for the Virginia Society of Clinical Social Workers. Richmond, VA. March, 2004.

Abused Persons with Disabilities. Panel presenter at The Richmond Police Department and the Office of the Attorney General's conference on "The Criminal Justice Community's Response to Domestic Violence." May, 2002.

Same-Sex Domestic Violence. Panel presenter at Confronting Violence Across Diverse Communities: Domestic Violence Across Age, Faith, Sexuality, Ethnicity, and Ability. Hanover Domestic Violence Task Force. Mechanicsville, VA. May, 2002.

Abused Women with Disabilities. Domestic Violence Mini-training. Chesterfield County Domestic Violence Task Force. Chesterfield, VA. April, 2002.

Transgender Issues. Video "Outlaw" and facilitated discussion. Women's Studies, AA/EEO Office, Office of the Provost, Virginia Commonwealth University. Richmond, VA. April, 2002.

Talking with Professors. Academic Success Program. Virginia Commonwealth University, Richmond, VA. March, 2002, October, 2002.

Family Violence/Domestic Violence and Its Impact on Children/Understanding Domestic Violence/Older Persons and Domestic Violence. Virginia Institute for Social Services Training Activities (VISSTA). 2001-2005.

The Joys, Trials, and Tribulations of Videostreaming. Invited presentation for the Fall 2000 Seminar Series. Instructional Development Center. Virginia Commonwealth University, Richmond, VA. September, 2000.

Victim and Survivor Empowerment in Developing and Evaluating Domestic Violence Policies. Invited presentation for the 1999 Forum on Social Policy. Virginia Commonwealth University, Richmond, VA. November, 1999.

Feminist Perspectives on Lesbian Identities. Invited presentation for the Women's Studies Brown Bag Series. Virginia Commonwealth University, Richmond, VA. March, 1999.

Factors Influencing Case Outcomes in Domestic Violence Trials: Chesterfield County J & D Courts. Presentation for the Chesterfield County Domestic Violence Task Force and invited guests. Richmond, VA. June, 1998.

Les Ms.: Developing Lesbian Education and Support in South Carolina. Invited presentation for women's studies forum of women's studies graduate certificate students. University of South Carolina. Columbia, SC. Co-presenter. April, 1995.

Domestic Violence, Sexual Violence and the Clemency Movement. Panel presentation at the Female Offenders of the 90's conference. Florence Crane Women's Facility, Coldwater, MI, March, 1992.

Strategies for Reducing Social Work Students' Homophobia and Heterosexism. Invited presentation for Women's History Month. University of South Carolina. Columbia, SC. March, 1995.

Feminist Perspectives on Lesbian Identities. Invited presenter. Women's Studies Research Series. University of South Carolina. Columbia, SC. November, 1994.

Media

Featured in a CBS News 6 Special Report on Sexual Orientation Reparative and Conversion Therapies. Monday, February 28, 2011. <http://www.wtvr.com/videobeta/7ca53944-59fa-4b40-b596-d877e9377520/News/Local-Ex-Gay-Therapies-Stir-Debate>

Featured expert in DVD geared toward judges in Virginia entitled *Access to Justice*, for the Women, Disabilities and Justice System project, funded by U.S. Department of Justice.

Commencement Speeches

Commencement speaker. Virginia Commonwealth University School of Social Work Graduation. May 19, 2006.

Keynote speaker for 1995 graduation ceremony at Women's Correctional Center, Columbia, S. C.

VCU School of Social Work Workshops and Seminars

Some Thoughts on Adult Learning, Learning Styles, and Bloom's Revised Taxonomy in Your Teaching. Distance Education Instructors' Workshop. Richmond, VA, Virginia Commonwealth University School of Social Work. December, 2015.

Evaluation of a Peer-Facilitated, Teen Dating Violence Prevention Program. Research Sharing. Richmond, VA: Virginia Commonwealth University School of Social Work. September, 15, 2015.

Some Thoughts on Designing Studies that are Accessible to Persons with Disabilities: Logistical, Methodological, and Ethical Considerations. Workshop for doctoral program. Richmond, VA, Virginia Commonwealth University School of Social Work. October, 2011.

Cultural Awareness in Practice. Field Instructors' Opening Meeting. Virginia Commonwealth University, School of Social Work. September, 2011.

Opening Remarks for Women's Right to Live, Sandra Morán. Virginia Commonwealth University, School of Social Work and LaMilpa America's Interest Group. March, 2011.

Intellectual Creativity. Doctoral Student Association Brown Bag. Virginia Commonwealth University School of Social Work. March, 2009.

Making Strides for Social Justice. Doctoral Student Association Brown Bag. Virginia Commonwealth University School of Social Work. October, 2007.

A Pilot Evaluation of the Cut Out Domestic Violence Program in Virginia. MSW Student Association Research Roundtable. Virginia Commonwealth University School of Social Work. September, 2005.

Domestic Violence-Related Research Projects. MSW Student Association Brown Bag Workshop. Virginia Commonwealth University School of Social Work. November, 2004.

NIH Research Proposal Process: A Lesson in Perseverance. Workshop for the faculty and doctoral students of the School of Social Work. Richmond, VA. Virginia Commonwealth University School of Social Work. February, 2004.

Intellectual Journey and Discovery: Sharing Our Stories. Workshop for doctoral program, October, 2002. Richmond, VA, Virginia Commonwealth University School of Social Work.

Co-authorship and Collaboration. Workshop for doctoral students, November, 1997. Richmond, VA. Virginia Commonwealth University School of Social Work.

Academic Job Hunting. Workshop for doctoral students, 1995, 1996, 1999, 2000, 2012. Richmond, VA. Virginia Commonwealth University School of Social Work.

Guest lectures in School of Social Work classes.

Consulting

Licensure Supervision. Clinical supervision for LCSW licensure for Chris Carson. May, 2006-October, 2007.

Staff Training and Consultation. Rubicon Women's Treatment and Women's and Children's Treatment Programs. Addiction Issues for Lesbian, Bisexual, Trans, and Questioning Women. Part of Richmond Gay Community Foundation (Diversity Thrift) grant. October – November, 2001.

Licensure Supervision. Clinical supervision for LCSW licensure for Janeen Gingrich. October, 2000-May, 2001.

Jackson-Feild Homes Board Retreat. Provided information and facilitation for strategic planning. February, 1999.

Louisa Violence Prevention Team. Provided consulting services to re-energize the Team, and prioritize work projects. Provided technical assistance on work projects. May - June, 1998.

SELECTED PROFESSIONAL TRAINING, WORKSHOPS, CONFERENCE PRESENTATIONS, COURSES AND SEMINARS ATTENDED

It's on Us: Title IX, Sexual Violence, Prevention, and Trauma-Informed Response in K-12 Schools and Higher Education. Virginia Commonwealth University School of Education. Richmond, VA. January, 2016.

Privilege and the Harms of Inequity. Faculty workshop with Tim Wise. Richmond, VA. April, 2015.

The Effects of Strangulation on Victims of Domestic and Sexual Violence. Chesterfield County Domestic Violence Task Force. Chesterfield, VA. October, 2014.

Traumatic Effects of Domestic Violence in Intimate Relationships and How it Affects Our Children. Chesterfield County Domestic Violence Task Force. Chesterfield, VA. October, 2014.

Investigating Sexual Assault Against People with Disabilities [webinar]. End Violence Against Women International. May, 2014.

Food and Foodways: 2014 Women's & Gender Studies Conference. University of South Carolina. Columbia, SC. February, 2014.

Researcher/Practitioner Collaboration: Strategies for Successful Implementation. Webinar sponsored by the Battered Women's Justice Project. November, 2013

International Conference & Summit on Violence, Abuse & Trauma. San Diego, CA. September, 2013.

Community-Engaged Research Mini Institute. VCU Community Engagement Division and the Center for Clinical and Translational Research. Richmond, VA. May, 2013.

Community Conversation on Ageism. Services and Advocacy for Gay, Lesbian, Bisexual and Transgender Elders. Richmond, VA. June, 2012.

Keeping the Wheels Turning. NASW-Virginia Annual Conference. Richmond, VA, March, 2012.

Opening adoption: Realities, possibilities, and challenges. Coordinators 2, Inc. Richmond, VA, September, 2011.

Achieving Academic Excellence through Diversity and Inclusion. National Association of Diversity Officers in Higher Education Fifth Annual Meeting. Washington, DC, March, 2011.

Chesterfield County Domestic Violence Task Force mini-training. *Mental health consequences for domestic violence victims and offenders: PTSD and DID*, June, 2010.

Henrico Area Mental Health & Retardation Services and the Office of Cultural & Linguistic Competence at the Virginia Department of Mental Health, Mental Retardation, and Substance Abuse Services. *Domestic Violence in the Latino Community*, June, 2009.

National Association of Social Workers - Virginia Chapter, *2008 Annual Conference and Pre-conference Leadership Institute*, March, 2008.

Presentations on Classroom Performance System ("clicker" technology), VCU Center for Teaching Excellence, Richmond, VA. Spring, 2008.

Office of the Attorney General domestic violence summit. *Looking Back, Moving Forward: Building on Virginia's Plan to End Domestic Violence*. Richmond, VA. October, 2007.

American Psychological Association's *National Multicultural Conference and Summit*. Seattle, WA. January, 2007.

Spanish Conversation II, Virginia Commonwealth University World Studies and the Office of Community Programs, Fall, 2006.

Basic Conversational Spanish, Metropolitan Community Church, Richmond, VA, 2005-2006.

Association of University Centers on Disabilities (AUCD) Annual Meeting and Conference, *Training Symposium on Preventing Violence Against People with Disabilities, and Making It Real: Participatory Action Research in UCEDDS*. Washington, DC October, 2006.

Designing effective group assignments. Dr. Larry Michaelsen. VCU Center for Teaching Excellence, Richmond, VA, March, 2006.

Annual Spinal Cord Injury Symposium. Virginia Beach, VA, October, 2005.

Sixteenth Annual International ATTACH Conference. Richmond, VA, October, 2004.

Addressing Intimate Partner and Sexual Violence in the Lesbian, Gay, Bisexual, Transgender, and Questioning Community. Virginians Against Domestic Violence. Richmond, VA, October, 2004.

Traumatic Brain Injury and Domestic Violence. National Association of State Head Injury Administrators. Video Webcast. August 19, 2004.

Outreach, Access, Sensitivity, Respect: Providing Domestic Violence, Sexual Assault & Stalking Services. Petersburg, VA. May, 2004.

What Makes Our Teaching 'Anti-Oppressive'?: A Critical Overview of Research and Practice. Dr. Kevin Kumashiro. Richmond, VA. April, 2004.

When Students Resist: Troubling Views of Crisis, Uncertainty, and Progressive Change. Dr. Kevin Kumashiro. Richmond, VA. April, 2004.

NASW Lesbian/Gay/Bisexual/Transgender Preconference Institute. Radford, VA. March, 2004.

Creating a Teaching Portfolio. VCU Center for Teaching Excellence. Richmond, VA. August, 2003.

Shedding Light on Secrecy and Openness in Adoption. Coordinators 2/Inc. and Virginia Department of Social Services. Richmond, VA. May, 2003.

Creating Permanency for Children. CRAFFT/VISSTA, VCU School of Social Work. May, 2003.

Statewide Planning Workshop on the Prevention of Violence Against Women. Center for Injury and Violence Prevention, Richmond, VA. April, 2003.

Queerness and disability forum. Eli Clare. Richmond, VA, February, 2003

What is transgender? Presentation by Leslie Feinberg. Women's Studies Program, Virginia Commonwealth University, Richmond, VA. September, 2002.

Older battered women. Inservice sponsored by Chesterfield County Domestic Violence Task Force. Chesterfield, VA. August, 2002.

The 7th International Family Violence Research Conference. Portsmouth, New Hampshire. July, 2001; July, 2012.

National Conference on Health Care and Domestic Violence. San Francisco, CA. October, 2000.

Treating the Out of Control Adolescent. Scott Sells. Richmond, VA. June, 2000.

National Coalition Against Domestic Violence Conference. Denver, CO, July, 1998.

International Conference on Research on Social Work Practice (Society for Social Work and Research). 1998, 2004, 2006, 2009.

Chesterfield County Domestic Violence Task Force mini-trainings. Chesterfield County, June, 1997 – 2011.

Participant in a gay/lesbian therapists' group. 1997.

Attended brown-bag lunches and hands-on training sponsored by the *Office of Information Technology* and the *Center for Teaching Excellence* on multimedia, using the world wide web in teaching, Blackboard, Journal LX, WIMBA Live Classroom, and MS power point.

Attended several *VCU Women's Network* presentations: 1995, 1996, 1997, 1998, 1999.

Council on Social Work Annual Program Meeting. 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2008, 2009, 2012, 2014.

National Coalition Against Domestic Violence conference. Charleston, SC. August, 1996.

National Women's Studies Association conference. Saratoga Springs, NY. June, 1996.

Social Justice Week, VCU School of Social Work: 1996 - 2004.

Southeastern Women's Studies Association Conference. Virginia Commonwealth University. April, 1996.

Empowering African-American Families. Nancy Boyd-Franklin. Richmond, VA. March, 1996.

Faculty Development: *Mind and Body Practices*, February, 1996; *Critical Thinking*, February, 1996.

Teach-In: Social Workers and the Challenge of Violence Worldwide. February, 1996.

Feminist Social Work Summer Institute. Indianapolis, IN. July, 1995.

COMMUNITY AND PROFESSIONAL SERVICES

Board Member. Chesterfield County Domestic Violence Task Force, Chesterfield, VA. 1995 - present. *Chairperson of the Data Collection and Monitoring Committee*. 1995 - 1997. *DELTA committee* (CDC funded primary prevention project), 2003 - present.

Volunteer. Special Olympics Chapter 31. 2014 – present.

Volunteer. Neighborhood Resource Center. 2003 - present.

Advisory Committee Member. VAdata Advisory Committee, Virginia Sexual and Domestic Violence Action Alliance. July, 1999 – 2015.

Reviewer. Society for Social Work and Research conference abstracts. 2013.

Advisory Group Member. *Virginia Standards for Batterers' Intervention Programs*. Commonwealth Catholic Charities, Richmond, VA. 2013 – 2014.

Resource Person. Governor's Domestic Violence Prevention and Response Advisory Board, Expanding Services to the Elderly and Victims with Disabilities and Mental Illness Subcommittee. May, 2011 – September, 2011.

Advisory Committee Member. Virginia Victim Assistance Academy. 2006 - 2012.

Task Force Member. Disabilities Task Force, Virginia Sexual and Domestic Violence Action Alliance. 2007 - 2009.

Consultant. Metropolitan Community Church-Richmond Rainbow Families Project. 2008 - 2009.

Advisory Committee Member. Looking Back, Moving Forward: Building on Virginia's Plan to End Domestic Violence in Virginia (Office of the Attorney General's Summit on Domestic Violence). 2007.

Advisory Committee Member. Doors of Hope/Altria project on abuse of women with mental illness and cognitive disabilities. Virginia Sexual and Domestic Violence Action Alliance. 2005 - 2006.

Group on race. Residents of Eleventh House (group home for teenage girls). Richmond, VA. February, 2006.

Advisory Council Member. Women, Disabilities, and the Justice System. Grant funded project headed by Partnership for People with Disabilities. Virginia Commonwealth University, Richmond, VA. October, 2004 – December, 2005.

Advisory Board Member. Violence and Women with Disabilities. Violence Against Women Office grant-funded collaboration between Virginians Against Domestic Violence, Virginians Aligned Against Sexual Assault, and the Global Organization of Feminists with Disabilities. May, 2003 - 2005.

Community Advisory Committee and Hospitality Committee for the 2004 ATTACH conference. Sponsored by Coordinators², Inc. and the Association for Treatment & Training in the Attachment of Children. November, 2003 – October, 2004.

Commissioner. Council on Social Work Education's Council on Sexual Orientation and Gender Expression (formerly Commission on Gay Men and Lesbian Women). 1998 - 2004.

Volunteer trainer. Richmond YWCA/domestic violence. Richmond, VA, 1995 - 2003.

Grant consultation. Regional older battered women's task force. For grant application for Violence Against Women Office/Office of Justice Programs (NIJ), 2003.

Grant consultation. Virginians Against Domestic Violence. For grant application for Violence Against Women Office/Office of Justice Programs (NIJ), 2002.

Group Facilitator. Topic: Sexuality and Gender. Rubicon Women's Treatment and Women's and Children's Treatment Program, Richmond, VA. October, 1999 – August, 2001.

Reviewer. Member of the APM Abstract Review Committee, 1999, 2001, 2003.

Pro Bono Consultant. OutRight - Vermont. August, 1997 - August, 1999.

Board of Trustees. Jackson-Feild Homes. Richmond, Virginia, October, 1997 - June, 1998.

Workshop Coordinator. Virginia Women's Music Festival. Kent's Store, VA. May, 1997.

Volunteer Co-facilitator. Coming out support group for women. Gay and Lesbian Community Center. Columbia, SC, 1994 - 1995.

Volunteer Co-facilitator. Support group for incarcerated battered women. Sistercare, Inc. Columbia, SC, 1992 - 1993.

Volunteer On-Call Team Member. Domestic Violence Project, Inc./S.A.F.E. House. Ann Arbor, MI, 1987 - 1988.

Speakers' Bureau Volunteer. Assault Crisis Center . Ann Arbor, MI, 1984 - 1988.

Board Member. Citizens' Advisory Committee on Rape Prevention, City of Ann Arbor. Ann Arbor, MI, 1984 - 1988.

Volunteer. Women's Center. Binghamton, NY, 1980 - 1983.

Volunteer. Displaced Homemakers of Western New York. Buffalo, NY, 1979.

SELECTED PROFESSIONAL AFFILIATIONS AND MEMBERSHIPS

Academy of Certified Social Workers
Council on Social Work Education
Equality Virginia
National Association of Social Workers
Southern Poverty Law Center

PROFESSIONAL LICENSES

Academy of Certified Social Workers (ACSW), National Association of Social Workers.

Licensed Clinical Social Worker (license number 0904003184), Board of Social Work, Commonwealth of Virginia.

SELECTED AWARDS AND NOMINATIONS

Contributing Partner Award 2013. In recognition of the generous professional assistance provided to the Chesterfield Community Services Board and to the Chesterfield citizens. Chesterfield Community Services Board, Chesterfield, VA. November, 2013.

Burnside-Watstein LGBT Award. This award recognizes outstanding contributions to enriching the community at VCU, and in particular for making a difference in the lives of LGBTQI faculty, staff, students, alumni and community members. Virginia Commonwealth University. January, 2013.

Phi Kappa Phi Honor Society, inducted November 2009.

Nominee, *Themis Award*, Virginia Sexual and Domestic Violence Action Alliance. This award honors those who go to extraordinary efforts to make the justice system more accessible to persons experiencing sexual and/or domestic violence. May, 2008.

Clarity Award conferred by the National Gay and Lesbian Task Force, for pursuing lesbian, gay, bisexual, and transgender equality through activism in academia. June, 2007.

Winner of the Faculty Award of the Virginia Commonwealth University *Presidential Award for Community Multicultural Enrichment (PACME)*, April, 2006.

Winner of the *Riese-Melton award* for contributions to cross-cultural relations. A capstone award given to one of the PACME winners, April, 2006.

Social Justice Award. School of Social Work, Virginia Commonwealth University, 2004 and 2011.

Feminist Scholarship Award, Council on Social Work Education Commission on the Role and Status of Women in Social Work, 2000.

Faculty Mentor in Instructional Technology, Academic year 1999-2000, Virginia Commonwealth University.

Faculty Grant-in-Aid, 1996 - 1997, Virginia Commonwealth University.

Community Services Associate Award, Summer, 1996, Virginia Commonwealth University.

Certificate of Award, Outstanding Graduate Student for 1995, University of South Carolina.

Winner of the *Naiad Press-National Women's Studies Association Graduate Scholarship in Lesbian Studies*, 1994.

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