

Dietra D. Hawkins, Psy.D.
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CITIZENSHIP: USA

LICENSURE: Licensed as a Clinical Psychologist (Connecticut #002717)

PROFESSIONAL EXPERIENCE:

**July 2010-
Present**

**DH Consulting
Memphis, TN**

Owner, Lead Consultant

Consult nationally and internationally with behavioral health systems and organizations, schools and family/consumer advocacy organizations in their efforts to provide culturally competent, resiliency/recovery oriented services. Services include but are not limited to technical assistance, training, custom designed workshops, lectures; and coaching for system administrators, policy makers, treatment providers, community based organizations and schools. Also providing a special focus on the use of community based participatory research and evaluation methods, the Healing of Racism, Appreciative approaches toward system change; ROSC, Asset Based Community Development (ABCD), HIV-AIDS prevention /intervention /education, community engagement and program development, and attention to the role of religion and spirituality as critical dimensions of cultural competency.

**July 2007-
June 2010**

**Assistant Clinical Professor, Department of Psychiatry
Yale University School of Medicine**

Yale Program for Recovery and Community Health, New Haven, CT

Director of Consultation and Training

Assisted organizations in their Recovery, Wellness, Recovery, Resiliency and Cultural Competence Initiatives. Coordinated a team of consultants; Co-developed and facilitated conferences; Trained and assisted change leaders; Adapted and co-facilitated Recovery/Resiliency Foundations learning events; trained and mentored teams of local facilitators and collaboratively planned steps with system leaders, consumers/clients or residents and allies to enhance Used innovative technology to maximize local ownership, cooperation, and integration across the system among service providers, leaders, residents, consumers, veterans, and family members.

Connecticut Valley Hospital- Lead Facilitator, Healing Racism Dialogues

Facilitated bi-monthly 2 day, Healing Racism workshops, provided consultation and coaching for hospital leadership, assisted with hospital's development of cultural competence and staff development

**July 2006-
2007**

**Instructor, Department of Psychiatry
Yale University School of Medicine**

Yale Program for Recovery and Community Health, New Haven, CT

Clinical Director-Dixwell/Newhallville Community Mental Health Services

Responsible for clinical care of clients, census 200; supervised and trained Interns, developed relevant clinic policies and supervision for clinical staff. Facilitate Clinical Staff meeting, provided crisis coverage, direct individual and family therapy, assisted with case management services for 30 clients. Developed innovative services- HOPE groups, Health Fairs, Annual Summer Camp, invited AA/NA/ NAMI and FAVOR (support group for Parents of Children with Disabilities) to have local meetings for the community at the clinic. Maintained community relationships with other Community Based Organizations, serve as liaison with the Community Support Network, secured grant funding for clinic capacity building efforts, assisted clinics transitioned to an electronic charting system, supervised and monitored all clinical services for clients and families. Worked with Executive Director to document and communicate clinical information needed to sustain the clinic's operations with funders, board members and community partners.

Project Director- Philadelphia's Department of Behavioral Health (DBH) Services, Systems Transformation Project

Responsible for system assessment and report, developed and facilitated train-the-trainer curriculum, co-created and facilitated Philly's (2 day) Recovery Foundations training offered to over 600 DBH staff and community partners, provided system consultation/coaching to the Strategic planning staff

PRCH Lead Trainer and Consultant: Georgia Human Resources Department MHDDAD Recovery Transformation Initiative

Conducted 80 focus groups with providers, key informants, consumers, and advocates in Central and Augusta GA, analyzed and drafted reports, developed recommendations for system change using multiple mechanisms for disseminating findings- reports, power point presentations, film/video; developed and facilitated training for service system at the grass roots level. Consultation with direct care hospital staff, directors and administrators to implement recovery changes; Assisted with environmental scans, leadership meetings and strategic planning.

**October 2004-
June 2006**

**Associate Research Scientist, Department of Psychiatry
Yale University School of Medicine**

Yale Program for Recovery and Community Health, New Haven, CT

Project Coordinator- Philadelphia's Department of Behavioral Health Services Systems Transformation Project

PRCH Lead Trainer and Consultant: Connecticut Department of Mental Health Addictions Services (DMHAS) Faith Initiative, Recovery Initiative, and Health Disparities, APT Foundation Cultural Competency trainings,

SELECT SPECIAL TRAINING:

Deeping the Practice of Asset-Based Community Development , ABCD Institute at Northwestern-, Chicago, IL (9/09)

NVIVO, Qualitative Research Fundamentals, QSR International, Boston, MA (09/02)

American Psychological Association HIV HOPE NTC- Train the trainer, Memphis, TN (01/06)

American Psychological Association Ethical Issues and HIV/AIDS: A Multi- Disciplinary Mental Health Services Curriculum - Practitioners Train the trainer, Washington, DC (11/07)

Dialectic Behavior Therapy (DBT)- Skills training for clinicians, Stamford, CT (02/04)

HIV Treatment and Adherence, American Psychological Association (11/05)

Grant Writing Seminar, Grant Writers Seminar and Workshops, LLC. Baltimore MD (08/07)

Art of Facilitate Dialogue, Lee Mun Wah, StirFry Seminars, LLC. Hartford University, CT (2005)

HONORS AND AWARDS:

National Institutes of Health, Loan Repayment Award (2003-2007), National Center on Minority Health and Health Disparities, Health Disparities Scholar (2003)

Delivered Commencement Student Address, The Chicago School of Professional Psychology (2002)

Nominated for membership in Kappa Delta Pi, Xi Gamma Chapter, Seton Hall (1997)

Recipient of Housing and Residence Life Graduate Assistantship, Seton Hall University (1995-1997)

Alumni Scholarship recipient, Washington University in St. Louis (1991-1995).

SELECT CONSULTATION/RESEARCH:

**Spring 2008-
present**

St. Thomas Elementary School, New Haven, Ct

Teacher In-services, Parent Teacher meetings- facilitated discussions on the topics of Healing Racism, Privilege and How to take action for change. Helped facilitate two rounds of Chicago Dinners held with parents, teachers, administration and community members; In- Service with teachers to review "How to Teach What Really Happened" and consultation for implementing a two year strategic plan for revising curriculum to better reflect America's diversity and work with PTO to sponsor bi-annual Chicago Dinners

**March 2007-
present**

Montreal, Canada, McGill University/ Douglas Hospital

Recovery Initiative, Co- Developed and co-facilitated Train the Trainers, "Montreal Vintage" 12 day workshop for bringing cross perspectives into dialogue and beginning to create sustainable change for systems providing recovery oriented behavioral health services

**January 2006-
present**

Connecticut Valley Hospital

Provide training and consultation for hospital staff to address cultural diversity for managers; cultural competent care for patients and cultural competency policy development

**April 2005-
September 2005**

Texas Commission on Substance Abuse

Development of Cultural Competence Guidelines and Strategic Plan for the State Department's 225 agency providers

**November 2004
December 2005**

Consultant, Whiting Forensic Hospital, Connecticut Valley Hospital

Recovery Orientation in forensic setting; curriculum, training, and consultation for all levels of staff, co- developed, "A Recovery-Oriented Role-Reversal Procedure to Train Forensic Staff"

October 2004-

Primary Evaluator, Connecticut Health Foundation

- October 2005** Children's Mental Health, Parent Movement Evaluation
Evaluation of FAVOR, Inc. and National initiatives for parents of children with behavioral health difficulties advocacy
- May 2003-2004** **Evaluator, Connecticut Health Foundation**
Consultant and evaluator for the Foundation's Health Disparities Initiative involving 10 grant recipients. Providing technical support for developing logic model, cultural competence evaluation tools, and technical reports for the foundation.
- December 2002-February 2003** **Research Consultant, New Haven Family Alliance, Inc.**
Assisted a community based organizations development and implementation of a qualitative evaluation of consumer/key stakeholder perceptions of factors that contribute to noted health disparities identified by the State of Connecticut's Department of Mental Health and Addiction Services. Provided technical Assistance with evaluation planning; facilitated a workshop/training series for conducting qualitative research methods; and technical report writing.
- October 2002-July 2004** **Consultant, Centers of Excellence**
Consultant for DMHAS identified Culturally Competent Centers of Excellence Providing technical support, video documentation and grant writing support for the African-origin Men In Recovery (AMIR) and AMISTAD programs.
- December 2002-August 2003** **Evaluator- CIRA, Women In Crisis**
Conducted the qualitative analysis for a study on the experience of women in a homeless shelter. Used a community based participatory process to return to the community with results of the study and collaboratively develop an intervention.
- December 2002-September 2004** **Researcher** Robert T. Carter, PhD, Columbia Teacher College
Exploring Adolescents' Intrinsic Abilities to Resolve Conflict: A Qualitative Study Examining the Influence of Race and Culture on Adolescent Conflict Resolution
Consultant for a study on adolescent's conflict resolution skills; provided qualitative methodological support for design, implementation and analysis.
- July 2001-December 2002** **Research Team Member-** *Bret Kloos, PhD and Kathy Sikkema, PhD*
Yale University, School of Medicine
The Consultation Center
Qualitative and Quantitative pilot study aimed to develop a HIV Intervention for Individuals with Severe Mental Illness in Transitional Housing Settings
- December 1998-September 1999** **Research Coordinator /Interviewer** *Clarence Wood*
Human Relations Foundation and *Rashad K. Saafir, PhD*
The Chicago School of Professional Psychology
Study of Racial, Ethnic and Religious tensions in City of Chicago

SELECT GRANT HISTORY:

- 2008- 2011** **Alameda County, Oakland California**
Wellness, Recovery, Resiliency and Cultural Competency Initiative
Lead Consultant and Coordinator
- 2008- 2010** **NY/NY Veterans Administration VSIN 3**
Partnering for Recovery Transformation
Lead Consultant and Coordinator
- 2005-2008** **Philadelphia Department of Behavioral Health**
Recovery and Resiliency Service System Transformation and Evolution
Program Director
- 2006-2008** **Georgia Department of Human Resources Division of Mental Health,**
Developmental Disabilities and Addictive Diseases. Georgia's Transformation
to Recovery Initiative, Consultant
- 2005-2007** **Empower New Haven, Capacity Building Academy, Dixwell Newhallville**
Community Mental Health, Clinical Director
- 2004-2005** **Connecticut Health Foundation**
Children's Mental Health, Parent Movement Evaluation FAVOR; PI: Dietra
Hawkins

PAPERS AND PUBLICATIONS:

Peer-Reviewed Papers:

Hillbrand, M., Hawkins, D., Howe, DM, & Stayner, D. (2008). Through the eyes of another: Improving the skills of forensic providers using a consumer-informed role-play procedure. *Psychiatric Rehabilitation, 31*, 239-242.

Hillbrand, M., Hawkins, D., Howe, D., & Stayner, D. (2006). Training Forensic Clinicians in Patient-Centered Care, *Psychiatric Services, 57*(12) 1808-1808.

Kloos, B., Gross S.M., Meese, K.J., Meade C., Doughty, J., Hawkins, D., Zimmerman, S.O., Snow, D., & Sikkema, K.J. (2005). Experiences with HIV/AIDS, Prevention, and Risk Among Persons with Serious Mental Illness Living in Supportive Housing. *American Journal of Community Psychology, 36*, 357-372

Chapters:

Blue, H., Anez, L., Paris, M., Hawkins, D., & Page, R, (2007). Community Mental Health: Ethnicity, Mental Health Care Disparities and Culturally Competent Care. In Selby C. Jacobs, Ezra E. H. Griffith, *40 Years of Academic Public Psychiatry, Community Mental Health Services*, John Wiley and Sons, Ltd., Hoboken, NJ.

Hawkins, D.D., Johnson, T.A., & Alvarez, J. (2004). The Chicago Dinners: A Model for Community Engagement and Social Change. In Jean Lau Chin, *Racism in America, Volume 1, Chapter 9, The Psychology of Prejudice and Discrimination*, Praeger Press, Inc. pp. 232-251.

Technical Reports:

Stayner, D., Hawkins, D., Schmutte, T., & Davidson, L. (2006) Georgia Division of Mental Health, Developmental Disabilities and Addictions Disorders, The Georgia Transformation to Recovery

Initiative, *Report on Central Georgia's Assessment of Recovery Strengths and Challenges*.

Stayner, D., Hawkins, D., O'Connell, M. & Davidson, L. (2006) Philadelphia Department of Behavioral Health, Recovery Transformation Initiative, *Recovery Asset Mapping Report*.

Hawkins, D. & Fuller, M. (June 2005) Texas Department of State Health Services, *Cultural Competence Guidelines, Best Practices Report*, Center for Substance Abuse Treatment (CSAT).

Fuller, M. & Hawkins, D. (August 2005) Texas Department of State Health Services, *Cultural Competence Guidelines, Stakeholder Discussions Report*, Center for Substance Abuse Treatment (CSAT).

Hawkins, D., (2005). *Parent Advocacy Evaluation*. FAVOR, Inc. Connecticut Health Foundation, New Britain, CT.

LECTURES AND PRESENTATIONS:

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| July 28, 2010 | Guest Lecture, <i>Cultural Competence: Awareness, Allies, and Powerful Stories</i> , Gilead Community Services, In Service, Middlesex College, Middletown, CT |
| June 17, 2010 | Guest Lecture, <i>Cultural Awareness: Self, Others and How to Make a Difference</i> , Yale New Haven Hospital, Social Work Department, CEU- 2 hr lecture, New Haven, CT |
| January 29, 2010 | Invited Guest Speaker, <i>Putting ABCD into Action: Start with the questions we ask?</i> Cultural Impact Conference, Chicago School of Professional Psychology, Chicago, IL |
| November 13, 2009 | Invited Guest Speaker, Transitions of Western IL. <i>Recovery/ Resiliency: Awareness- Action- Change</i> , Full day staff training. Quincy, IL. |
| November 12, 2009 | Invited Guest Speaker, Transitions of Western IL, <i>Recovery/ Resiliency: Awareness- Action- Change</i> , Managers workshop. Quincy, IL. |
| August 19-20, 2009 | Invited Lecture, Edgewood Montessori School. <i>Cultural Awareness: Self, Others and How to Make a Difference</i> , Teacher In-service, New Haven, CT. |
| April 16, 2009 | Invited Lecture, The Milford Collaborative, <i>Cultural Awareness: Breaking the Cycle of Conditioning</i> , Milford, CT |
| March 12, 2009 | Invited Presenter, River Valley Services, <i>Microaggressions and Microinsults</i> , Middletown, CT. |
| June 25, 2008 | Invited Presenter, Bridges, <i>Blue Eyes</i> . Milford, CT. |
| June 17, 2008 | Conference Presenter, USPRA, <i>Towards A Recovery Oriented Change Strategy Using Appreciative Inquiry</i> , Chicago, IL |
| April 28, 2008 | Invited Lecture Town of Milford Collaborative, co-sponsored by the Mayor of Milford <i>The Cycle of Conditioning</i> , Milford, Ct |

- February 16, 2007 Symposium, Winter Roundtables, Columbia University
Recovery and Liberation Theology: Advancing Multicultural Competence, New York, NY
- October 21, 2006 Symposium, Diversity Challenge Conference, Boston University
Serving Immigrant Populations: Recovery & Community Based Mental Health Services for African & Latino populations. Boston, MA
- November 7, 2006 Symposium, *HIV, Mental Illness and Recovery: Serving African Americans*, Clinical Rounds, Dixwell Newhallville CMHC, New Haven, CT.
- September 27, 2006 Facilitator, *Chicago Dinner Host Orientation*, Healing Racism Coalition, Middlesex County.
- Spring 2003-2007 Quarterly, *Healing Racism Dialogues*, Middlesex County Institute for Healing Racism, Middletown, CT, Healing Racism Coalition and Connecticut Valley Hospital
- March 3, 2006 Invited Facilitator, *Crash*, movie and discussion, Unitarian Society of Hamden, Diversity Committee, Hamden, CT.
- November 3, 2005 Invited Guest Presenter, *The Chicago Dinners in Middletown*, sponsored by the Healing Racism Coalition, Middletown, CT.
- January 16-17, 2003 Facilitator, *Diversity, Ally Building and Advocacy*, Quinnipiac University Residential Assistant Winter Training, Hamden, CT
- February 2003 Guest Presenter, *Black Women and Our Hair: A Sharing of Our Stories*, Quinnipiac Terrace and Farnam Court, sponsored by Yale-Project REACH, New Haven, CT
- March 2002 Guest Lecturer, *The Prevention of Adolescent Substance Abuse: Theory Research and Practice*. The Consultation Center & Connecticut Department of Mental Health and Addition Services Training Collaborative, New Haven, CT
- October 2002 Guest Lecturer, *Crossing Cultures In Mental Health: Examining Ethnicity in Working With Clients*, Yale Program on Poverty, Disability, and Urban Health, New Haven, CT
- November 2002 Guest Presenter, *Black Women and Our Hair: A Sharing of Our Stories*, Quinnipiac Terrace and Farnam Court, sponsored by Yale-Project REACH, New Haven, CT
- September 2001 Facilitator, The University of Illinois at Chicago's Center for Youth and Society. The Human Relations Foundation and The Field Museum *Racism Explained: An Intergenerational Conversation About Racism, Chicago, IL*
- October 2000 Presenter, *Talking About Race and Cultural Difference With Youth*, Cultural Impact Conference, Chicago School of Professional Psychology, Chicago, IL
- October 2000 Presenter *The Impact of Grandparents Raising Grandchildren* Cultural Impact

- Conference, Chicago School of Professional Psychology, Chicago, IL
- April-May 2000 Invited Presenter, *Body Image Workshop for Latina Teens*, Our Lady of Tepeyac High School, Chicago, IL
- February 1999 Presenter, *400 Years Without A Comb: All you wanted to know about Black Hair*, Miles Square Community Mental Health Center, Chicago, IL
- October 1998 Presenter, *Dialogue on Race: Preparing for the 21st Century*, Cultural Impact Conference, Chicago School of Professional Psychology, Chicago, IL

PROFESSIONAL MEMBERSHIP AND SERVICE:

American Psychological Association, Public Interest Directorate, Behavioral and Social Science Volunteer (BSSV)
 American Psychological Association, HOPE HIV Regional Trainer
 Emerging Scholars Interdisciplinary Network,
 Healing Racism Coalition, Steering Committee, Middletown CT
 Family Services Committee, Community Services Network, Co- Chair,
 Connecticut Mental Health Center (CMHC), New Haven, CT
 American Psychological Association (since 1997)

EDUCATION:

- 2001-2004** **Yale University, School of Medicine, New Haven, CT**
Post- doctoral Psychology Fellowship in Health Disparities
 Program for Recovery and Community Health (PRCH) and
 Connecticut Department of Mental Health and Addictions Services (DMHAS)
- 2000-2002** **The Chicago School of Professional Psychology, Chicago IL**
Doctorate in Clinical Psychology
Dissertation -The Chicago Dinners: A Noble Affair Defended June 2002
 Human Relations Foundation and Chicago's Community Trust
 Qualitative study of the experience of attending a race dialogue program
 Dissertation Advisor: Grant White, PsyD
- 1997-2000** **The Chicago School of Professional Psychology, Chicago, IL**
Masters of Arts in Clinical Psychology
- 1995-1997** **Seton Hall University, South Orange NJ**
Masters in Education, Psychological Studies
- 1991-1995** **Washington University, St. Louis MO**
Bachelor of Arts and Science, Major: Psychology