

Dietra D. Hawkins, Psy.D.

PO Box 450553, Atlanta, GA 31145

(ph) 203-506-0583

Dr.dietrahawkins@gmail.com

www.DrDietra.com

CITIZENSHIP: USA

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

PROFESSIONAL EXPERIENCE:

**July 2011-
Present**

**Both And Partners, Inc.
Atlanta, GA**

Owner, Lead Consultant

Consult nationally and internationally with state and local government behavioral health systems and organizations, public and private schools and family/consumer advocacy organizations in their efforts to transform their systems and provide innovative, recovery/resilience oriented, culturally competent, person/family centered services, strengths based supports and sustainable practices. Services include but are not limited to custom designed workshops, curriculum development, workshops, lectures, webinars, and coaching for system administrators, leaders, policy makers, treatment providers, individuals, and board members. Additional consultations geared toward the use of Appreciative approaches toward organizational cultural change, community based participatory research methods, program evaluation and disruptive innovation. Interest and expertise in Recovery Oriented Systems of Care, Asset Based Community Development/Inclusion (ABCD/I), Cultural Competency, Diversity, Equity and Inclusion, the CLAS standards, Appreciative Inquiry, HIV-AIDS prevention /intervention /education, community engagement, capacity building and program development; and attention to the role of poverty, class, religion and spirituality as critical dimensions of cultural competence.

**August 2010-
Present**

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

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

Provide consultation and coaching for Organizational Cultural Competence Initiatives; Appreciative Inquiry and Innovation, Recovery Oriented Systems of Care (ROSC), Asset Based Community Development/Inclusion (ABCD/I), Peer support, community engagement, capacity building and program/policy development. Develop and facilitate Recovery/Resiliency Foundations learning events; train and mentor teams of facilitators. Assist with Cultural Competency and Appreciative Inquiry curriculum development, peer leadership, focus groups, qualitative data analysis and strategic planning with various stakeholders nationally and internationally.

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. Co-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 assisted with case management services for 30 clients. Initiated 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. Served as liaison with the Community Support Network, secured grant funding for clinic capacity building 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

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

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:

Treating Affairs and Trauma: Helping couples heal and rebuild trust. Designed and Presented by Drs. John and Julie Gottman in collaboration with The Gottman Institute. Tampa, FL. (11/3-5/16)

Faces and Voices of Recovery, *ARCO Leadership Academy*, Hyatt Arlington at Key Bridge, Arlington, Virginia (7/11 & 12/16)

System Transformation Leadership Institute. Equipping Behavioral Health Leaders to Successfully Lead a Recovery and Resilience- Focused System Transformation Effort, Achara Consulting, Inc. Chicago, IL. (10/16-18/13)

Level 1: Bridging the Couple Chasm Gottman Couples Therapy: A Research-Based Approach workshop. Facilitated by Drs. John and Julie Gottman. Mercer University, Atlanta, GA. (9/7 & 8/12)

Healthy Relationships (HR) Centers for Disease Control (CDC) evidence-based intervention (EBI) for HIV positive individuals, Capacity Building Assistance (CBA) online certification from American Psychological Association's Behavioral and Social Science Volunteers (02/01/11)

Many Men Many Voices (3 MV), Centers for Disease Control (CDC) evidence-based intervention (EBI) for Men who have Sex with Men, Capacity Building Assistance (CBA) online certification from American Psychological Association's (APA) Behavioral and Social Science Volunteers (10/14/10)

Sisters Informing Sisters on Topics about AIDS (SISTA), a Peer led HIV prevention program for African American Women, Centers for Disease Control (CDC) evidence-based intervention (EBI), Capacity Building Assistance (CBA) online certification from American Psychological Association's (APA) Behavioral and Social Science Volunteers (11/18/10)

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

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

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)

SELECT CONSULTATION EXPERIENCE:

January 2020
March 2020

Georgia NAMI Recovery Council Co-Design

Co-Designed Assessment Toolkit for use by NAMI affiliate Recovery Councils
Coordinated and facilitated a process for Recovery Council members to design and inform the development of tools, resources, and language for local affiliates to share about recovery and ROSC. Co- Facilitated February 8th, 2020 ROSC elements session for NAMI GA conference in Atlanta, GA. Provided guidance with online and in person co-design for Speaker, Symposium, Resources, and Assessment Toolkits.

- December 2019-present** **Park Pride, Atlanta GA**
Equity, Diversity, and Inclusion
 Consultation to support Park Pride in creating alignment and level setting for Staff and Board. Co-facilitate and provide coaching in appreciative inquiry and positive community engagement.
- July 2019-present** **University Wisconsin, ATTRC**
ROSC development for Clark County, IN and Minnesota DHS
 Consultation to support ROSC development through training, symposiums, leadership development, policy alignment, and assertive community engagement. Provide monthly coaching and individual leadership support.
- July 2019-present** **Division of State Schools, Georgia Department of Education**
Implicit Racial Bias, Lecturer and Consultation
 Delivered Keynote for Deaf and Blind DOE Administration and Leadership
 Facilitated in person and virtual implicit racial bias training for each of the three schools' staff, including para staff and residential. Provided support for development of staff DEI committee
- July 2019-present** **Glynn County School System, Brunswick GA**
Cultural Agility Consultation for School Administrators
 Provide Quarterly consultation for District Leadership, including K-12 Principals, Assistant Principals and Academic Coaches to address Cultural Agility through a focus on Poverty, Trauma, and Institutional Racism to equip leadership with skills and tools for supporting their teachers, parents and students.
- January 2018-present** **Decatur City Schools, Better Together, Decatur Education Foundation,**
Decatur Housing Authority
#DecaturDinners
 Lead Consultation firm providing coordination and guidance for engaging the City of Decatur in discovering ways to bridge noted racial inequity in the school discipline for students of color. Through regular stakeholder meetings, monthly learning events, access to on line lunch and learn and coordination for 100 Stakeholders April Dinner series, partnered with Out of Hand Theater to produce a unique play, dinner and dialogue event for an August 25th night where 120 small dinners were held for 1200 participants at 80 different venues. As a result, on going Dinners and community events have been supported to bridge racial divides and support DIE in the school system and across the city.
- August 2017-Present** **Yale Department of Psychiatry, Program for Recovery and Community Health (PRCH)**
Lived Experience Transformational Leadership Academy: LET(s) LEAD Faculty, Mentor and Lecturer
 Curriculum built on Appreciative Inquiry, Transformational Change, and Transformational Leadership. US cohort (2017), Canada cohort (2018), New Zealand cohort (2019) Via video conference technology provide webinars, and individualized mentoring for academy participants

- 2017-present** **Archdiocese of Houston-Galveston School System, Houston TX**
Cultural Agility and Appreciative Innovation Initiative
Consult with system leadership to support a multi-year strategic planning process to enhance and engage all community stakeholders, align policy and practices with core mission and values, and support innovation
- July 2017- Present** **Environmental Protection Agency, Environmental Justice (EJ) Academies**
Provided coaching assistance to align and update the EJ Academy Curriculum with Appreciative Inquiry, incorporating lessons learned from what worked best and Streamline core content
Faculty for Academy, Teaching- Appreciative Inquiry and Community Engagement
- 2017-2018** **Coffee County School System, Douglas GA**
Cultural Agility Training for Administration and Leadership
Facilitated cultural agility full day workshops to address cultural competence, introduce activities and new ways to approach students, parents and teachers. Used an approach grounded in Appreciative Inquiry, positive psychology, and transformational leadership
- July 2015 to October 2019** **Georgia Department of Behavioral Health and Developmental Disabilities (DBHDD) Office of Recovery Transformation**
Recovery Focused Change and Technical Assistance (RFT)
This initiative provides recovery-focused training and technical assistance to Tier 1 “safety net” providers. RFT is a multi-faceted, multi-year project (FY 15-19) designed to engage all 26 Community Service Boards across the state. The lead consultants conduct on-site in person consultation, facilitate cross perspective learning events, help form local leadership and recovery champions, and encourage peer networking designed to inspire and support each service agency in using their own strengths and assets to create sustainable organizational practices that engage staff, people in recovery, CPSs and other stakeholders to enhance or develop easily-accessed and high-quality, recovery-focused services and supports for individuals, families and the communities that they serve. RFT is anchored in Appreciative Inquiry, Cultural Competence, Transformational Organizational Change and Asset Based Community Development. RFT undergirds DBHDD’s ORT strategic vision to align treatment with recovery, expand the culture of peer support, and increase community engagement and aligns with the Commissioner’s Recovery, Resilience, and Wellness policies. RFT partners include the Georgia Mental Health Consumer Network, the Georgia Council on Substance Abuse, the Georgia Parent Support Network, the Georgia Association of Community Service Boards, the Georgia Recovery Initiative, and the ASO Beacon Health. This project is Co Lead with Dr. David Stayner, providing intensive TA support for each Regional cohort of 5-6 CSBs over a 9 month rotation, followed by ongoing engagement and follow up quarterly.
- April 2012- Present** **Minnesota Recovery Connections (MRC), Minneapolis, MN**
Facilitate Cultural Competence curriculum for each Recovery Coach Academy held three times a year since 2012. Provide consultation for developing and

adjusting the GCSA CARES Recovery Coach academy for MRC, support selection process, and provided coaching for effective advocacy with MRC's State Medicaid leadership. Mentor a team of consultants to co-facilitate and spread the Cultural Competence curriculum to other Recovery Community Organization and Service Providers in Minnesota and North Dakota.

May 2016–
August 2016

The New Haven Early Childhood Council (NHECC), In partnership with the United Way of Greater New Haven (UWGNH) and the Graustein Memorial Fund Discovery Communities Technical Assistance Grant New Haven, CT

Consultation services were provided to support the development of a strategic vision for addressing racial equity for the children of New Haven, CT . Facilitated Community and Steering committee meetings, a Chicago Dinner event and informational session, and developed a summary report to support NHECC Race Equity Initiative.

November 2012-
December 2014

Texas Recovery Initiative, Department of State Health Services Substance Abuse Program Unit

Consultation Team member with Achara Consulting, Inc. Assisted with development of DSHS Recovery Support Services initiative for RSS grant awardees, Community Symposiums, ROSC focus groups and evaluation. Provided Technical Assistance to support program development, peer coach certification and supervision, focus group facilitation, and community engagement.

July 2014-
2015

Office of Recovery Transformation, Georgia Recovery Initiative, GA

Served as Lead Consultant for (RFI) Recovery Focused Change and Technical Assistance Pilot initiative. Worked with ORT to support 4 pilot CSBs and Tier 2 providers in developing demonstration projects unique to their organization. Co-Lead with Dr. David Stayner. Attended GRI meetings, Shared National ROSC perspectives, and supported efforts to operationalize ROSC for Georgia's providers.

July -October 2012

Maryland Alcohol and Drug Abuse Administration, SAMHSA Cultural Competence: Enhance your recovery-oriented services

Provided content expertise related to CLAS, Cultural Competence, and ROSC to design a curriculum based on key stakeholder input and feedback to refine content intended for a 2 day modular based workshop. Provided 2 on site Training of Trainers (T.O.T.) based on the tailored curriculum for trainers.

September 2011-
2015

Georgia Recovery Initiative, Atlanta, GA

Provide consultation, support, national perspective for Georgia's Recovery Initiative; Facilitated over 45 regional Recovery "Listening Sessions" and Regional Listening "Forums"; Guided process for developing a Georgian Definition of Recovery and GRI report. Attend steering committee monthly meetings; support GRI Co- Chairs, and provided TA for the Office of Recovery Transformation, participated in development of Crisis Continuum with Stakeholders. (The GRI is a group of individuals representing the state department of Behavioral Health, local Advocates, and service providers who are working to make Recovery Oriented services and supports available to all GA residents.)

- November 2010-2016** **The Georgia Council on Substance Abuse, Atlanta, GA**
 Provided strategic planning, coaching, curriculum and training development, and technical assistance for the GCSA leadership, CARES, and partner organizations interested in peer support. Guided the formulation of the CARES selection/interview process. Participated in the development of the CARES data system and fidelity process.
 Served as a CARES- Academy Faculty member, facilitated the Cultural Competency, ABCD Community Engagement, ROSC and Returning to Work workshops; developed and facilitated ABCD and Cultural Competence CARES Connect workshops and CEU webinars. Authored and Co- Facilitated a three day Cultural Competency Training of Facilitators , presented over 2 years for 70 participants across the state of Georgia, supported and funded by DBHDD OLOD.
- March 2012-December 2012** **Ensuring Quality Coverage to Support Sustainable Recovery**
 This 10-month health care initiative developed a continuum of comprehensive services to address the needs of people at risk of and who have a substance use disorder. The project facilitated the development of a model system of coverage equipped to meet the complex needs of individuals with substance use disorders; Increase awareness, knowledge and practices throughout the community, provider network, policy environment and media; and Strengthen relationships between advocates and state policymakers. Assessed and provided a national perspective, conducted research and literature reviews to provide input into the development process by editing the overall Policy Report; Co-Facilitated focus groups and stakeholder meetings , developed poll questions, Attended national (NIATx/SAAS Conferences) and state meetings (Dept. of Community Health, BHDD, Public Health) and other stakeholder events; identified key issues and potential champions to continue the effort.
- Spring 2011-2012** **Strong Me!, Memphis, TN**
 Curriculum development, grant writing and participatory research consultation to further disseminate and share Strong Me!
 Strong Me! is a comprehensive, culturally sensitive, physician-led, family-focused weight management program that addresses the need of Memphis families to make healthy food choices and improve exercise habits. Strong Me! Empowers families to develop healthy diets, increase physical activity through motivational behavioral counseling provided in a culturally congruent setting.
- Spring 2008-2011** **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. Participated and help facilitate bi-annual Chicago Dinners held with parents, teachers, administration and community members and the 6th grade class; In- Service with teachers to review “How to Teach What Really Happened” and regular consultation for implementing a two year strategic plan for revising curriculum to better reflect America’s diversity and work with PTO to sponsor ongoing bi-annual Chicago Dinners and community dialogue events

- July 2007-
June 2012** **Alameda County Behavioral Health Services , Oakland, CA**
Wellness, Recovery, Resiliency and Cultural Competency Transformation Initiative.
Asset Based Community Inclusion(ABCI)/pilot project
Coordinator for overall system transformation, strategic planning, training and
evaluation. Providing training, strategic planning and coaching for ABCI/pilot
- September 2007
December 2010** **New York/New Jersey VSIN 3 Veteran’s Administration, NY/N J**
Partnering with Veterans for Recovery Initiative
Lead Consultant: strategic planning, evaluation, system assessment, technical
assistance, and training.
- July 2005-
June 2008** **Philadelphia Department of Behavioral Health, Philadelphia, PA**
Recovery Oriented Systems of Care Transformation Initiative
Provided strategic planning, train the trainer selection and consultation for
Recovery Foundations training and system transformation. 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.
- July 2006-
June 2008** **Georgia Human Resources Department MHDDAD, Atlanta, GA**
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. Co-facilitated
a Recovery Foundations Learning series, for hospital transformation initiative.
- January 2006-
2012** **Connecticut Valley Hospital, Middletown, CT**
Provide training and consultation for hospital staff to address cultural diversity for
managers; cultural competent care for patients and policy development
- March 2007-
2010** **Montreal, Canada, McGill University/ Douglas Hospital**
Recovery Initiative, Co- Developed and co-facilitated Train the Trainers, “Montreal
Vintage” 12 day cross perspectives workshop to create sustainable systems of
recovery oriented service provision
- April 2005-
September 2005** **Texas Commission on Substance Abuse, Austin, TX**
Development of Cultural Competence Guidelines and Strategic
Plan for the State Department’s 225 agency providers
- November 2004
December 2005** **Whiting Forensic Hospital, Connecticut Valley Hospital, Middletown, CT**
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-
October 2005**

Connecticut Health Foundation, New Britain, CT

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**

Connecticut Health Foundation, New Britain, CT

Consultant and evaluator for the Foundation’s Health Disparities Initiative involving 10 grant recipients. Provided technical support for developing logic model, cultural competence evaluation tools, and technical reports to the funders.

**December 2002-
February 2003**

New Haven Family Alliance, Inc. , New Haven, CT

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**

Centers of Excellence, Hartford, CT

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**

CIRA, Women In Crisis, New Haven, CT

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**

Robert T. Carter, PhD, Columbia Teacher College, New York, NY

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**

Bret Kloos, PhD and Kathy Sikkema, PhD

Yale University, School of Medicine
The Consultation Center
Research Team member- 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**

Clarence Wood, Human Relations Foundation, Chicago, IL

(Now: Jane Adams Hull House)
The Chicago School of Professional Psychology- *Rashad K. Saafir, PhD*
Coordinator and Interviewer for Study of Racial, Ethnic and Religious tensions in City of Chicago ten year follow up.

PAPERS AND PUBLICATIONS:**Peer-Reviewed Papers:**

BELLAMY, C., MCDONALD, H., HAWKINS, D., GUY, K., HERRING, Y., DAVIDSON, L.. Input from stakeholders: Hiring and retaining people in Recovery in the behavioral health workforce. **Cadernos Brasileiros de Saúde Mental/Brazilian Journal of Mental Health**, ##plugins.citationFormat.abnt.location##, 9, abr. 2017. Disponível em: <<http://incubadora.periodicos.ufsc.br/index.php/cbsm/article/view/4677/4865>>. Acesso em: 17 Out. 2018

Achara-Abrahams I. , Evans, A.C., Ortiz J, Lopez Villegas D, O'Dell J., Ali O. & Hawkins D. (2012). Recovery Management and African Americans: A Report from the Field. Quarterly Special Issue: Patterns of Recovery from Substance Use Disorders in African American Communities, *Alcoholism Treatment* 30 (3) 263-292.

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:

Trouble de personnalité limitée et readaptation: Points de vue de différents acteurs Tome II
Chapitre 1 - La pertinence du mouvement de rétablissement pour les personnes diagnostiquées TPL

Per: David Sakheim, Elizabeth Flanagan, Dietra Hawkins et Larry Davidson.

Published by: Tous Droits Réserves Pour Tous Pays 2010 Les Editions Ressources Inc.

Edited by: Claude Leclerc

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.

Manuals:

Dietra Hawkins, PsyD, Jennifer Dresen, MSW/MPH, Glenn Motoloa, PsyD, Megumi Okumura, MD, MAS, Mellissa Werner, MPH, MAT, Steven Bucholtz, M.Ed., Brea Jones, BSW (2012) *Health Advocates: Bridges to Wellness*. The Arc San Francisco. Health Advocate Guide

Dietra Hawkins, PsyD. (2011) *Beyond the Surface: Making Cultural Competence Real. Organizational Cultural Competence Two Day Training Curriculum*, Asian Pacific Islander American Health Forum, Centers for Disease Control HIV Prevention.

Dietra Hawkins, PsyD., David Stayner, Ph.D., and Chyrell D. Bellamy, Ph.D. (2011) *Organizational Development and Planning Guide: How to Use Your Organization's Internal Capacity to Build Sustainable Change, Programs, and Practices: Using Appreciative Inquiry*. PROCEED, Inc., National Center for Training Support, & Technical Assistance.

Dietra Hawkins, PsyD, Chyrell D. Bellamy, Ph.D., and Miriam Delphin, Ph.D. (2011) EMBRACING PEOPLE IN COMMUNITIES (EPIC) PROGRAM For Organizational Cultural Competence. EPIC's Certification Program 80 hour, 9 course curriculum for facilitator and participants. PROCEED, Inc., National Center for Training Support, & Technical Assistance.

Raquel C. Andres Hyman, Ph.D., Chyrell D. Bellamy, Ph.D., Dietra Hawkins, PsyD, Miriam Delphin, Ph.D., Luis Bedregal, Ph.D., and Barbara E. Milton, II, Ph.D. (2009). *Adapting the National CLAS Standards to HIV and STI Prevention: A Guide to increasing the cultural competence of organizations providing HIV and STI evidenced-based interventions*. PROCEED, Inc., National Center for Training Support, & Technical Assistance.

Technical Reports:

Hawkins, D. & Gumbley, S. (September 2018) Vermont Department of Health Division of Alcohol and Drug Abuse Programs *Developing Options for Oversight and Structure of State Recovery Systems*. VT- 505 Substance Abuse and Mental Health Services Administration, State Technical Assistance Project.

Hawkins, D. (August 2018). South Carolina Department of Alcohol and Other Drug Abuse Services, *Developing a Recovery-Oriented System of Care (ROSC) Transformation Initiative*, SC-313 Substance Abuse and Mental Health Services Administration, State Technical Assistance Project.

Both And Partners, Inc. (2013). Georgia Department of Behavioral Health and Developmental Disabilities, Office of Recovery Transformation. *The Georgia Recovery Initiative (GRI) report*.

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.

SELECT LECTURES AND PRESENTATIONS:

- February 24-26, 2020 Cultural Competence Training of Facilitators (T.O.F) Atlanta, GA
Lead Facilitator
- February 11-12, 2020 Association of State Public Health Nutritionists' (ASPHN) Obesity Mini Collaborative, Improvement & Innovation Network (CoIIN) 2020 In-Person Learning Session.
Farm to Early Care and Education Settings (ECE): Equitable and Sustainable Systems, Birmingham, AL
Guest Speaker *Cultural Competency, Equity and Inclusion*
- February 8, 2020 NAMI GA- *Elements of ROSC*, Atlanta, GA
Guest Speaker with Bill Carruthers- Recovery on Fire
- January 26, 2020 Feminine Power Healing Racism Mastermind- International Online Session
Hosted by Lori McDaniel and Adria Kitchens
Guest Mentor-Speaker
- November 7, 2019 Clark County CARES *ROSC Leadership* Symposium, Clark, IN
Keynote Speaker
- August 1, 2019 Plywood Presents x ATL Ideas, ASW Whiskey Exchange. Atlanta, GA
Tedlike Talk with Adria Kitchens
Creating Safe Spaces to Be Brave
<https://youtu.be/7a13scP8xjk>
- July 31, 2019 Division of State Schools, Professional Learning Conference, Atlanta GA
Atlanta Evergreen Marriott Conference Resort
Cultural Responsiveness and Implicit Bias, Project Implicit
Invited Plenary Speaker
- May 2019 *Guided Organizational Leadership Institute*
Both And Partners, Inc., Atlanta, GA
Maximize Your Organizations Internal Assets "*Transform the World*"
3 day Leadership Institute
Lead Facilitator/Trainer
- May 1, 2019 *Diversity and Inclusion*, Food and Drug Administration, Southeast Region
Guest Panelist
- April 8, 2019 *Cultural Competence: GA Organics*, Atlanta GA
Facilitator

- February 4, 2019 *Cultural Agility*, REASA, Lenox, GA
Lead Facilitator
- September 15, 2018 *THE ART OF CULTURAL AGILITY*, Emory University
Two hour interactive session designed to explore and introduce an appreciative approach to recovery, transformation, and cultural competence through movement and dialogue.
Sponsored by The Emory Dance and Movement Studies program
Guest Facilitator with Alexia Jones-R2ISE Director
- June 2018 *Cultural Competence: Becoming Agile*
University of Chicago, Dr. Flores- Appreciative Inquiry course
Guest Lecturer
- May 21, 2018 *Cultural Agility*
Coalition for the Homeless, Montgomery County MD
Guest Facilitator
Co-facilitators: Toni Ethridge, Alexia Jones, Michael Griffin
- April 2018 *Guided Organizational Leadership Institute*
Both And Partners, Inc., Atlanta, GA
Maximize Your Organizations Internal Assets “*Transform the World*”
3 day Leadership Institute
Lead Facilitator/Trainer
- September 2017 *ACT / CST Recovery-Focused Practices: Exploring some benefits & challenges.*
DBHDD, Adult Behavioral Health
Co-facilitated with Drs. Stayner and Bedregal
- March 17, 2017 *Cultural Competence, Appreciative Inquiry and Recovery*
Fulton County Georgia Prisoner Re-Entry Initiative
Stakeholders Meeting- Featured Speaker
Co- facilitated with Adria Kitchens
Mt. Ephriam Baptist Church, Atlanta, GA
- March 14, 2017 *The Hope of Recovery: Understanding and Empowering Substance- Affected Families*
APAC Permanency Conference, Presenter
Birmingham, AL
- February 10, 2017 *Strategies to Enhance CLAS & Improve Clinical Engagement*
Norte Dame of Maryland University, Presenter
Psychology Department, Continuing Education Programs
APA approved (3 CEU hours)
- October 10, 2016 *Appreciative Inquiry*
Advantage Behavioral Health, Athens GA
Presenter, Co-led with Tony Sanchez- DBHDD Director, Office of Recovery

- October 7, 2016 *Enhance Clinical Engagement: Address Micro-Aggressions*
DBHDD Behavioral Health Symposium- Presenter
Lake Lanier Conference Center, GA
- September 27, 2016 Recovery Symposium, iHOPE
One Small Change can make a Big Difference
Second Baptist Church
Warner Robins, GA
- August 31, 2016 *Art + Recovery = Freedom*
Co-Facilitated with Alexia Jones
St. Simons Island
Georgia Mental Health Consumer Network, Peer Conference
- October 1, 2015 Friendship Baptist Church
Appreciative Inquiry-Appreciating the Complexities of Transition While Building a Strong Foundation
Church- wide All Day Retreat: Presenter
Co-Facilitated with Tony Sanchez, Toni Lansing, Emmett Hawkins, Jr, and Clyde Lloyd
- September 22, 2015 *ABCD and AI*
Mary Hall Freedom House- Staff , One day training
Roswell, GA
- June 2, 2015 It's a Recovery Movement
Appreciative Inquiry and Asset Based Community Development
Featured Speaker
Torch Worship Center. Demorest , GA
- March 28, 2015 It's a Recovery Movement – *Recovery Symposium*
Appreciative Inquiry and Asset Based Community Development- Let's Tell Our Story
Featured Speaker
Warner Robins, GA
- January 15, 2015 *The National Standards for Cultural and Linguistically Appropriate Services (CLAS)*
The Southeast AIDS Training and Education Center and the Georgia Department of Behavioral Health and Developmental Disabilities
Webinar – Presenter
- October 1 , 2014 *Recovery-Oriented Systems of Care Presentation and Workshop: A Provider's Guide*
Virginia Association of Community Service Boards
Co- Facilitated with Neil Campbell
2014 Public Policy Conference, Roanoke, VA
- June 24, 2014 *ABCD: Asset Based Community Development*
GEORGIA RECOVERY INITIATIVE (GRI)
Community Based Recovery Initiative Event

- May 21-23, 2014 *Hidden power, creating trust and understanding.*
2014 Intensive Skill-Building Workshop for HIV Early Intervention
Services Counselors – “Women & Trauma: The Power of Understanding”
Brasstown Valley Resort, Young Harris, Georgia
- May 6, 2014 *Healing our community: microaggressions, microinsults and the power of validation*
Yale University School of Medicine, Community Mental Health Center
Grand Rounds Presenter
New Haven, CT
- August 23, 2013 *Recovery Oriented Systems of Care Expo & Symposium*
Recovery is Real- Keynote and Facilitator
Bay Area Council On Drugs & Alcohol Inc
The Tremont House, Galveston, TX
- August 2, 2013 *Recovery Oriented Systems of Care- Symposium*
Pathways to Recovery- Keynote and Facilitator
Corpus Christi, TX
- July 9, 2013 *Recovery Oriented Systems of Care*
Pathways to Recovery Symposium
MCM Elegante’ Suites, Abilene, TX
- June 20, 2013 Georgia State University
Professional Excellence Program in Partnership with DFCS Education &
Training Services Present: “Ask the Experts: What Helps? Understanding
Addiction & Recovery”
Webinar, Co- Facilitated with Neil Campbell
- June 18, 2013 *Recovery Oriented Systems of Care*
Pathways to Recovery Symposium
Holiday Inn, Wichita Falls, TX
- May 22-23, 2013 *What Can One Person Do? Ask, Listen, Believe*
The Power of Self-Care: Healing Compassion Fatigue
HIV Early Intervention Services Program Intensive
Braseltown, GA
- August 16, 2012 *Creating Quality Coverage to Support Sustainable Recovery*
The Georgia Experience
Healthcare Reform 2012: An Update
Co- Facilitated with Neil Campbell
St. Joseph’s Hospital, Atlanta, GA
- June 22, 2012 *Creating Quality Coverage to Support Sustainable Recovery*
The Georgia Experience Co- Facilitated with Neil Campbell
SAAS/NIATx Conference
New Orleans, LA

- March 7, 2012 *Cultural Competence: Breaking the Cycle*
7th Annual Summit on Substance Abuse, Mental Health and School Safety/Discipline Best Practices for Working with Youth
Callaway Gardens, Lodge & Spa Conference Center, GA
- October 25-26, 2011 *Cultural Competency: Enhancing Our Culturally Competent, Recovery Oriented Practices*
Baltimore Recovery Collaborative
Baltimore, MD
- June 17, 2011 *Cultural Competence: Practical Steps for Enhancing Cultural Competent and Recovery Oriented Practices*
Park Center, Fort Wayne, IN
- June 16, 2011 *Recovery Oriented Practices: Person Centered Planning and Partnership*
Park Center, Fort Wayne, IN
- March 2-3, 2011 *Beyond the Surface: Making Cultural Competence Real*
Pilot Organizational Cultural Competence workshop
Co- facilitated with David Stayner, PhD.
Asian Pacific Islander Health Forum, San Francisco, CA
- December, 2010 *Cultural Competence: Embracing Who We Are*
Two Day workshop- Co-facilitated with Rafael Rivera, BA, CADC
Illinois DHS/DASA Employee Workshop
10th & 11th, Springfield, IL
12 & 13th, Chicago, IL
- August 30, 2010 Guest Presenter, *Why Race Matters: Awareness, Allies and Networks*,
Middletown Teacher In-service, Middletown High, Middletown, CT
- July 28, 2010 Guest Lecture, *Cultural Competence: Awareness, Allies, and Powerful Stories*,
Gilead Community Services, In Service, Middlesex College, Middletown, CT
- June 17, 2010 Guest Lecture, *Cultural Awareness: Self, Others and How to Make a Difference*,
Yale New Haven Hospital, Social Work Department, CEU- 2 hr lecture,
New Haven, CT
- January 29, 2010 Invited Guest Speaker, *Putting ABCD into Action: Start with the questions we ask?* Cultural Impact Conference, Chicago School of Professional Psychology, Chicago, IL
- November 13, 2009 Invited Guest Speaker, Transitions of Western IL. *Recovery/ Resiliency: Awareness- Action- Change*, Full day staff training. Quincy, IL.
- November 12, 2009 Invited Guest Speaker, Transitions of Western IL, *Recovery/ Resiliency: Awareness- Action- Change*, Managers workshop. Quincy, IL.

- August 19-20, 2009 Invited Lecture, Edgewood Montessori School. *Cultural Awareness: Self, Others and How to Make a Difference*, Teacher In-service, New Haven, CT.
- April 16, 2009 Invited Lecture, The Milford Collaborative, *Cultural Awareness: Breaking the Cycle of Conditioning*, Milford, CT
- March 12, 2009 Invited Presenter, River Valley Services, *Microaggressions and Microinsults*, Middletown, CT.
- June 25, 2008 Invited Presenter, Bridges, *Blue Eyes*. Milford, CT.
- June 17, 2008 Conference Presenter, USFRA, *Towards A Recovery Oriented Change Strategy Using Appreciative Inquiry*, Chicago, IL
- April 28, 2008 Invited Lecture Town of Milford Collaborative, co-sponsored by the Mayor of Milford *The Cycle of Conditioning*, 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 CMHS, New Haven, CT.
- September 27, 2006 Facilitator, *Chicago Dinner Host Orientation*, Healing Racism Coalition, Middlesex County, Middletown, CT.
- Spring 2003-2007 Quarterly, *Healing Racism Dialogues*, Middlesex County Institute for Healing Racism, Middletown, CT, Healing Racism Coalition and Connecticut Valley Hospital

PROFESSIONAL MEMBERSHIP AND SERVICE:

Recoveree -Advisory Board
 People Living in Recovery (PLR) – Board member (2016-2018)
 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
 Faces and Voices of Recovery
 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
- 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

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).