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EDUCATION

- D.S.W. University of Southern California, School of Social Work, 1980 (Social Policy).
Dissertation: *Guardianship: Minimally Used Resource for California's Dependent Children 1850-1978.*
- M.S.W. University of Southern California, School of Social Work, 1972
Thesis: *Post-Termination Services Los Angeles County Department of Adoptions: An Evaluation of the Process and the Outcome.*
- B.A. University of California at Riverside, 1964 (Zoology)

CURRENT POSITION

**Kenneth L. M. Pray Distinguished Professor/Clinician Educator
University of Pennsylvania, School of Social Policy and Practice**

ACADEMIC and PROFESSIONAL POSITIONS

- 9/00 to date Associate Professor/Clinician Educator
University of Pennsylvania, School of Social Policy and Practice**
- Teaching graduate level advanced macro practice and social policy; Chairperson of the social policy sequence and co-director of the Field Center for Children's Policy, Practice and Research.
- 7/99 to 9/00 Visiting Professor
University of Pennsylvania, School of Social Work**
- Teaching macro practice course in the masters program and assisting in the development of The Center for Children's Policy, Practice and Research.
- 4/94 - 07/99 Associate Commissioner for the Children's Bureau
U.S. Department of Health and Human Services, Administration for Children and Families, Administration on Children, Youth and Families.
Washington, D.C.**

Responsible for the administration of federal child welfare programs with an annual budget of over \$4 billion. Provided leadership to state and local governments to improve their child welfare systems. Responsible for collaboration with other Federal agencies (i.e. Department of Housing and Urban Development and Department of Justice) and a variety of advocacy and professional organizations. Worked with the Secretary and other Administration officials to develop legislation (including The Adoption and Safe Families Act, The Multi Ethnic Placement Act and The John Chaffee Foster Care Independence Act) and regulations that govern services to children at risk and their families. Ensured that the Bureau's structure was consistent with the Administration's mission, principles and streamlining objectives and managed the Bureau's budget consistent with agency priorities. Managed a staff of 50.

01/94 to 03/94 Consultant
Department of Health and Human Services, Administration for Children and Families, Administration on Children, Youth and Families. Washington, D.C.

Served as an advisor to the Department on the direction of child welfare and childcare services. Assisted with the development and implementation of the Family Preservation and Family Support Services Act of 1994.

01/90 to 12/93 Senior Associate
The Center for the Study of Social Policy. Washington, D.C.

In the capacity of expert and court-appointed monitor in the LaShawn A. class action suit against the District of Columbia Department of Human Services, assisted in the assessment of the child welfare program, development of the remedial plan, and ongoing monitoring of progress. Provided technical assistance to the states involved in The Casey Foundation Child Welfare Reform Initiative. Designed and implemented a cross site technical assistance strategy for the states involved in the initiative.

07/86/ - 01/90 Lecturer and Director
National Child Welfare Leadership Center, University of North Carolina at Chapel Hill, School of Social Work

Taught second year family policy course, co-chaired the Family and Children's Specialization, served on the Doctoral and the Direct Practice Committees. Supervised master's theses. Administered NCWLC, a center that provided management and executive development seminars to child welfare leaders from across the nation. Responsible for program design, implementation, marketing, evaluation, and fiscal management. Conducted program reviews of child welfare agencies and small scale research projects. Worked collaboratively with other national organizations (i.e., CWLA, APWA, NCFJCJ, and CDF) to improve the policy and delivery of services to children.

10/84 - 07/86 Assistant Professor and Director of Programs
National Child Welfare Leadership Center, University of North Carolina at Chapel Hill, School of Social Work

Taught in policy and direct practice sequences, co-chaired the Family and Children's Specialization, served as liaison with African-American alumni, chaired Master's theses, and provided consultation to North Carolina Task Force on Permanent Homes for Children. Designed and implemented executive

development curriculum for child welfare administrators, including a 14 day executive sessions, a seven day management seminars and special symposia.

**9/77 - 09/84 Assistant Professor
School of Social Welfare, University of California, Los Angeles**

Areas: Child Welfare Policy, Research, Social Casework, Organizational Theory. Taught policy, direct practice and organizational theory. Served on Policy, Family and Children's specializations and the Direct Practice Committee. Supervised master's theses, and served on doctoral thesis committees. Provided continuing education to local, state and national child welfare agencies and professional organizations.

**07/77 - 06/78 Associate Director, Adoption Project
University of Southern California School of Social Work**

Provided continuing education seminars on special needs adoption services and policy to practitioners and supervisors in the western states.

**09/76 - 07/77 Director, Adoption Training Project
University of Southern California, School of Social Work**

Designed and implemented specialized training for s working with special needs children.

**01/73 - 04/74 Supervising Child Welfare Worker
County of Los Angeles Department of Adoptions**

Supervised a specialized unit in south central Los Angeles focused on the development of families for African American, older and handicapped children awaiting adoption.

**06/71 - 01/73 Child Welfare Worker
County of Los Angeles, Department of Adoptions**

Provided services to hard to place children waiting adoption including: assessment, counseling and enrichment services, placement preparation and transition support.

**06/65 - 11/67 Deputy Probation Officer
County of Los Angeles Probation Department**

Provided court mandated services to delinquent, incorrigible and maltreated children.

**07/64 - 07/65 Probation Trainee
County of Los Angeles Probation Department**

Developed skills to work with court involved adults, children and families including: assessment, service provision, evaluation of progress and preparation of petitions, reports and other legal documents. Worked with schools, health and mental health resources to meet clients' needs.

PUBLICATIONS

Spigner, C. W., (in press). Reflections on Kenneth L. M. Pray: Social Work and Social Action. *Journal of Social Policy and Practice*.

Gelles, R. & Spigner, C. W. (2008) *Child Welfare Policy* in Social Policy
Ira Colby (Ed.). John Wiley & Co: New York

Williams, Carol W., The Independent Living Program: Today's challenge (2001) in Preparing youth for Long Term Success. Nollan, K. and Downs, A.C., Editors. Child Welfare League Press. Washington, DC.

Williams, Carol W., The Role of National Governments in the Development of Family Centered Services. Proceedings of the Seminar for Senior Policy Makers. International Initiative for Children, Youth and Families. October, 1999.

Williams, Carol W., "Personal Reflections on Permanency Planning and Cultural Competency. The Challenge of Permanency Planning In a Multi-cultural Society. Gary Anderson, Angela Shen Ryan, Bogart R. Leshore Eds. Hayworth Press, New York, 1997. Also in the Journal of Multicultural Social Work. Vol. 5 (1&2). 1997.

Williams, Carol W., "Legal Guardianship", When Drug Addicts Have Children: Reorienting Child Welfare's Response. Douglas J. Besharov, Ed. Washington, D.C.: Child Welfare League and America. 1994.

Williams, Carol W., Expanding the Options in the Quest for Permanence in Child Welfare: An Africentric Perspective. Joyce Everett, Bogart Leshore, and Sandra Stukes Chipungu, Eds. Rutgers University Press. 1992.

Williams, Carol W., Child Welfare Services and Homelessness: Issues in Policy, Philosophy and Program. In Homeless Children and Youth: An Analysis. Julie Kryder-Coe, Lester Salmon, and Janice Molnar, Eds. Transaction Publisher. Fall 1990.

Williams, Carol W., Families, Children and Communities in The Costal Plains: Writings on the Cultures of Eastern North Carolina, N.C. Wesleyan Press, 1989.

Williams, Carol W., Considerations in Planning for Permanence with Black Children and Families" with Patricia B. Sipp. In Permanency Planning: Impact on Practice in Group Care. Washington, D.C.: Child Welfare League of America. 1988.

Williams, C. W., The Adoption of Minority Group Children: Issues in Developing Law Policy with Janet Mason in Adoption of Children and Special Needs. Ellen Segal, Ed. Washington, D.C.: American Bar Association. 1985.

Williams, C. W. Child Adoption and Guardianship Service: A Proposed Operational Model. In Growing Up in the 70's. Norris E. Class, Ed. Sacramento, California Legislature. 1975.

Williams, C. W., Adoption as a Life Theme, Social Work Papers. University of Southern California of Social Work, Vol. XV, Fall 1979, pp. 12-18.

GRANTS

Safe Families Institute, \$10,000 grant to review cases where child abuse and neglect and domestic violence co-occur to inform policy recommendations. 2006

Philadelphia Department of Human Services. \$81,300 grant to develop practice guidelines and curriculum for the assessment of safety in child maltreatment investigations. Principal Investigator, 2005.

Philadelphia Department of Human Services, \$137,000 grant to develop practice guidelines for the investigation of cases in which a child fatality has occurred. Principal investigator, 2004.

Administration for Children and Families. \$140,000 grant to provide Doctoral Fellowships and sponsored research on Urban Families' Experience in the Child Welfare System, Principal investigator, 2003-2005

Philadelphia Department of Human Services, \$136,000 grant to prepare a procedural manual for child maltreatment investigators. Principal investigator, 2004.

Annie E. Casey Foundation. \$92,000 for Stakeholder Feedback Initiative in the District of Columbia Child Welfare Agency. November 1, 2001

HONORS AND AWARDS

2008 Lindback Award for Distinguished Teaching, Office of the Provost. University of Pennsylvania. April 15, 2008

2008 George Silcott Award for Lifetime Achievement, Black Administrators in Child Welfare Inc. April 2008

Distinguished Teaching Award, University of Pennsylvania, School of Social Work. May 2002, 2003, and 2004.

Leadership in Human Services Award, American Public Human Services Association, March 2002

Pioneer Award for Exploring Effective Interventions in Domestic Violence and Child Welfare. National Council of Family and Juvenile Court Judges. 2002

Child Advocate of the Year, North American Council on Adoptable Children, 2000

Leadership in Public Human Services Award, American Public Human Services Association. June, 1999

Adoption Pioneer Award, Child Welfare League of America. December 6, 2002

Exemplar Management Excellence Award. National Network of Social Work Managers. April 6, 1999

Adolescents at Risk: Policy and Service Challenges. Karen Honig Memorial Lecture. University of Illinois, Jane Addams College of Social Work. March 31, 1998.

Leadership in Child Welfare Award, National Association of Public Child Welfare Administrators. December, 1997.

Lifetime Contribution to the Development of Policies and Programs for Under Served Populations. University of Southern California, School of Social Work Alumni Association. March, 1996.

Outstanding Contribution to The National Association of Black Social Workers. National Association of Black Social Workers. 1996.

Outstanding Community Service Award. The Commission for Children, Youth and Families. Prince George's County, Maryland. December, 1994.

Distinguished Visiting Lecturer, New Mexico State University, October 1993.

Ellen Winston Memorial Lecture, "An Appraisal of the Adoption Opportunities and Child Welfare Amendments of 1980—Ten Years Later" North Carolina State University. April 1991.

Alumna of the Year. University of Southern California School Of Social Work. 1986.

Social Worker of the Year. National Association of Black Social Workers, Los Angeles Chapter. March 1984

Distinguished Teaching Award. Student Organization of UCLA School of Social Welfare. 1978, 1979, 1984.

POLICY DOCUMENTS

Pew Commission on Children in Foster Care (2005). *Fostering the Future: Safety, Permanence and Well-being for Children in Foster Care*. Pew Foundation: Philadelphia, PA. (Served as Commissioner)

U.S. Department of Health and Human Services, Administration for Children and Families, Substance Abuse and Mental Health Services Administration and the Office of the Assistant Secretary for Planning and Evaluation. "Blending Perspectives and Building Common Ground: A Report to Congress on Substance Abuse and Child Protection". April 1999. Washington, DC. U.S. Government Printing Office.

U.S. Department of Health and Human Services, Administration for Children and Families, Administration for Children Youth and Families, Children's Bureau. "National Internet Photo-listing Service: A Response to the President Executive Memorandum on the Use of the Internet to Promote Adoption". April 1999.

U.S. Department of Health and Human Services. Administration on Children and Families, Administration on Children Youth and Families, Children's Bureau. *Progress Report to the Congress on the Conducting of A Study of Performance-Based Financial Incentives in Child Welfare*: February 1999.

National Council of Family and Juvenile Court Judges, Domestic Violence Project. Reno, Nevada "Effective Interventions in Domestic Violence and Child Maltreatment: Guidelines for Policy and Practice. March 1999.

U.S. Department of Health and Human Services. Administration for Children and Families, Administration for Children Youth and Families. Children's Bureau. "Guidelines for State Policies Governing Permanence for Children." July 1999

U.S. Department of Health and Human Services. Administration for children and Families, Administration for Children Youth and Families. Children's Bureau. Washington D.C., "A Report to Congress on Kinship Care and Child Welfare Services. 2000.

U.S. Department of Health and Human Services, Administration for Children and Families. "Adoption 2002: A response to the Presidential Executive Memorandum on Adoption." February 1997.

OFFICIAL FEDERAL POLICY GUIDANCE

Department of Health and Human Services, Administration on Children and Families. Washington D.C. Program Instruction for Public Law 105-89, The Adoption and Safe Families Act of 1997. ACYF-PI-CB-98-02. January 8, 1998.

Department of Health and Human Services, Administration for Children and Families. Notice of Proposed Rulemaking: Child Welfare Monitoring, Adoption and Safe Families Act and Inter-Ethnic

Provisions of the Multiethnic Placement Act. Vol. 63 Federal Register No. 181, pp. 50058-50098. September 18, 1998.

U.S. Department of Health and Human Services, Administration for Children and Families, and the Office for Civil Rights.: Washington D.C. Inter-ethnic Provisions of the Small Business Job Protection Act of 1996. April 1997.

U.S. Department of Health and Human Services, Administration for Children and Families and The Office for Civil Rights. Washington, D.C. Policy Guidance: Race, Color or National Origin as Considerations In Adoption and Foster Care Placements”, April 1995.

U.S. Department of Health and Human Services, Administration for Children and Families: Washington, D.C. Program Instruction for the Family Support and Family Preservation and Services, Title IV-B, Part 2 of the Social Security Act. ACYF-PI-94-01. January 18, 1994.

TESTIMONY

“Preventing Child Abuse and Neglect and Strengthening Families”. U. S. House of Representatives Committee on Education and Labor, Subcommittee on Healthy Families and Healthy Communities: Washington, D. C. November 5, 2009.

“Mental Health of Children in Foster Care”. U. S. House of Representatives, National Summit on America’s Children: Washington, D. C. May 22, 2008

“Meeting the Needs of Older Youth in the Foster Care System”. U.S. House of Representatives Committee on Ways and Means, Subcommittee on Human Resources: Washington, D.C. March 9, 1999.

“Protecting Children In Out of Home Care”. Little Hoover Commission on Government Improvement, Committee on Children and Youth: San Francisco, California. 1998.

“Over Representation of Minority Children in the Public Child Welfare System”. Committee on the Judiciary, Subcommittee on Juvenile Justice and Delinquency Prevention: Washington, D.C.

TECHNICAL REPORTS

Improving Michigan’s Child Welfare System: Our Children, Our Future, Our Responsibility. Michigan Child Welfare Improvement Taskforce Report Presented to Ismael Ahmed, Director of Human Service: Lansing Michigan. April 2009. (Senior Policy Advisor)

Racial Equity Review: Findings From A Qualitative Analysis Of Racial Disproportionality And Disparities For African American Children And Families In Michigan’s Child Welfare System. Center for the Study of Social Policy: Washington, D. C. January 16, 2009. (Senior Advisor).

Report on Progress from the City of Philadelphia Community Oversight Board for the Department of Human Services. City of Philadelphia Department of Human Services Community Oversight Board: Philadelphia, Pennsylvania. January 2009. (Chairperson).

“Improved Outcomes for Children: An assessment of progress”. Report submitted to the City of New York Administration for Children’s Services: New York. May 2008.

Assessment of Progress made Philadelphia Department of Human Services in Implementing Child Welfare Reforms. City of Philadelphia, Department of Human Services’ Community Oversight Board. December 31, 2007. Philadelphia, PA (Served as co-chairperson)

Protecting Philadelphia's Children: a Call to Action. City of Philadelphia Child Welfare Review Panel. May 2007. Philadelphia, PA. (Served as co chair-person)

Operationalizing Child Safety Factors: Consultation Report. City of Philadelphia Department of Human Services with Wong, C. *Field Center for Children's Policy and Practice and Research, University of Pennsylvania.* 2006

Child Fatality Investigation: Practice Guidelines, with Wong, C, Field Center for Children's Policy and Practice and Research, University of Pennsylvania. 2006

Analysis of the Intake and Investigation Policy Manual of City of Philadelphia Department of Human Services with Wong, C., Field Center for Children's Policy and Practice and Research, University of Pennsylvania. 2005

An Evaluation of the Florida Hotline, 2001 With Gelles, R. Cohen, B., Kinnevy, S., Center for Children's Policy Practice and Research. University of Pennsylvania, Philadelphia.

Protecting Children in Durham County with Norma Harris, 1989.

Decision-Making for Black Children in Placement in North Carolina with Micheline Malson, 1989. National Child Welfare Leadership Center, University of North Carolina, Chapel Hill.

Meeting the Challenge of Foster Care in Nebraska with McKeagney, R. and Kirk, R., 1989. National Child Welfare Leadership Center, University of North Carolina, Chapel Hill.

Changing Trends in Family Foster Care in the South East,(1988) with Ann Sullivan and H. Carl Henley. National Child Welfare Leadership Center. University of North Carolina at Chapel Hill.

Post-Placement Services. Adoption Curriculum. University of Georgia. Athens, Georgia.

SERVICE TO THE UNIVERSITY

2008-2009

Social Policy Program, Faculty Director
Policy Sequence, Member
Practice Sequence, Member
SP2 Graduate Group, member
Doctoral committee: Dichter

2007-2008

Social Policy Program, Faculty Director
Field Center for Children's Policy, Practice and Research, Co-Director.
Macro practice coordinator
Practice sequence, member
Doctoral graduate group, member
Social Policy Governance committee, Convener
Doctoral Committees: Bradley, Fusco, Dichter
NABSW Faculty Advisor

2006-2007

Social Policy Program, Faculty Director
Field Center for Children's Policy, Practice and Research, Co-Director.
Racism sequence co- chair
Macro practice coordinator

Practice sequence, member
Curriculum committee member
Doctoral graduate group, member
Policy Sequence, member
Social Policy Governance committee, convener
Doctoral Committees: Bradley, Song, Fusco, Dicter
Dean's Advisory Committee, member

2005- 2006

Racism sequence co- chair
Macro practice coordinator
Practice sequence, member
Curriculum committee member
Doctoral graduate group, member
Field Center for Children's Policy, Practice and Research, Co-Director.
Policy Sequence, member
MSSP Governance and Planning committees, member
MSSP program coordinator
Dean's Advisory Committee, member
DWS planning committee, member
NABSW Student Chapter, advisor
Hurricane Katrina Committee, Convener
Dissertation committees: Song, Dicter

2004-2005

Doctoral steering committee, member
Racism sequence, co-chair
Personnel committee, member
Practice sequence, Macro-practice coordinator
Field Center, Co- director
Policy Sequence, member
Dissertation committees: Song, Sinha

2003-2004

Doctoral Steering committee, member
Personnel Committee, Chair
Practice sequence, member
Policy Sequence, member
Field Center, Co-director
Grievance committee, member
Dissertation committee: Sinha, White
University Mid-Atlantic Accreditation Committee
University Diversity Fund, chair

2002-2003

Dean's search committee, member
University diversity fund, member
Policy committee, member
Practice committee, macro coordinator
Grievance Committee, Member
CCPPR co-director
Dissertation Committees: Nemon, Kinnevy
University Strategic Planning Subcommittee on Urban Issues, member
University Committee on the Future of the School of Social Work, member

COMMUNITY SERVICE

Center of the Study of Social Policy, Chairperson of Board of Directors. September 2009 to present.

DHS Community Oversight Board for the City of Philadelphia, Co-chair: 2007 to 2009

Michigan Racial Equity Task Force: External Advisory Group, Chairperson. 2006-2007

Mayor's Child Welfare Review Panel for the City of Philadelphia, Co-chair: 2006-2007

Center for the Study of Social Policy, Director, 2001 to the present

Children's Rights Inc. Director, 2004-2008

Casey Family Programs, Breakthrough Series Collaborative Program, Co-Chair and or faculty 2003-2008
Kinship Care Breakthrough Series Collaborative (faculty only)
Health of Children in Foster Care Breakthrough Series Collaborative
Recruitment and Retention of Resource Families Breakthrough Series Collaborative
Disproportionality and Disparities in Child Welfare Breakthrough Series Collaborative

Braeme v. Washington State Special Child Welfare Panel, Advisor. 2005

Pew Commission on Children in Foster Care, Commissioner. 2003-2006

The Future of Children: Children, Families and Foster Care, (2004). Lucille and David Packard Foundation, Los Altos California. Senior Editorial Advisor

Community Partnerships for Child Protection Evaluation, Chapin Hall Center for Children, Advisor. 2002-2004

American Public Human Services Association. Board of Directors, 2000-2002

City of Philadelphia, Mayor's Summit on Children. In home services committee. Co-chair. 2001.

State of Pennsylvania, Department of Public Welfare, Office for Children, Families and Youth. Children and Family Service Review Management Team, Member 2001-2003

Edna McConnell Clark Foundation, Children's Program Advisory Board Member 1999-2001

National Council of Family and Juvenile Court Judges, Domestic Violence Policy Advisory Committee, Co-chairperson, 2000-2002

Marisol v. Giuliani Special Child Welfare Panel, Member, 1999-2001

District of Columbia, Child and Family Services Agency: National Advisory Board, Member. 2001-2004

Committee on Family Preservation Standards, Council on Accreditation of Agencies Serving Families and Children, Chairperson

Resource Center on Special Needs Adoption, Spaulding for Children: Chelsea, Michigan. Advisor,

SELECTED PRESENTATIONS

2009

- October 5, 2009 *Disproportionality and Disparities: Understanding the history and the role of the courts*. Michigan Supreme Court Administrative Office: Lansing Michigan
- July 29, 2009 “*Charting the future of racial equity work*”, Meeting of Casey Alliance for Racial Equity: Seattle, Washington.
- June 23, 2009 *Understanding Disproportionality and Disparities in Child Welfare*. Congressional Briefing sponsored by the Casey Alliance for Racial Equity: Washington, DC.
- June 3, 2009 *Disproportionality and Disparities in the Child Welfare System: Facts, History and Challenge*. One Child, Many Hands: A Multidisciplinary Conference on Child Welfare. Field Center of Children’s Policy, Practice and Research, University of Pennsylvania: Philadelphia, PA.
- February 25, 2009 *The Future Of Child Welfare*. Dumpson Centennial Lecture. Fordham University, School of Social Service Administration. New York City.

2008

- November 7, 2008 *The Context Of Child Welfare: Disparities and Disproportionality*. Judicial Conference on Racial Disparities and Juvenile Justice. Superior Court: Boulder Colorado.
- July 23, 2008 *Biological and Psychological Impact of Placement on Children*. Children’s Justice Conference sponsored by North Dakota Supreme Court, Court Improvement Program and Department of Human Services; Bismarck, ND.
- June 26, 2008 *Understanding the History of Disparities in Child Welfare*. Inaugural Disproportionality Symposia, State of Washington Department of Health and Human Services: Seattle, Washington.
- June 3-6, 2009 *Disparities and Disproportionality: Implications for child welfare practice*. State of Florida Child Welfare Training Program: Orlando, Tallahassee and Miami.
- March 6, 2009 *Child Welfare Disparities and Disproportionality: Challenge to the Profession*. Conference of National Association of Social Workers-Pennsylvania: Pittsburg, Pennsylvania.

2007

- December 12, 2007 “*It’s all about Family: Rethinking foster care and adoption for the 21st Century*”, keynote address. Child Welfare League of America’s 2007 Adoption and Foster Care Training Conference: New Orleans, Louisiana
- November 8, 2007 “Title VI- E child welfare waivers as a tool for policy and practice change-the challenge of changing complex service organizations” . Annual Meeting of the Association of Public Policy Management and Administration. Washington. DC.
- October 9, 2007 “*Historical Perspectives on Race and Child Welfare*”, State of Kentucky, Race Matters Conference: Louisville, Kentucky.
- September 12, 2007 “*History of Race and Disproportionality in Child Welfare*”, Undoing Racism

Workshop for Wayne County Department of Social Services: Michigan State Racial Equity Task Force. Detroit, Michigan.

- June 11, 2007 *"Integrating evidence based practice into Disproportionality Work: Next Steps"*. University of Minnesota School of Social Work: St. Paul, Minnesota.
- May 22, 2007 *"Child Welfare and Children's Mental Health"*. Congress of the United States, National Summit on America's Children: Washington DC
- May 1, 2007 *"Community Diversification and Disproportionality: the Administrative Challenge"*. Fairfax County Government Leadership Conference: Fairfax, Virginia.
- March 6, 2007 *"History of Race and Disproportionality in Child Welfare"*, Undoing Racism Workshop for Saginaw County Department of Social Services: Michigan State Racial Equity Task Force. Saginaw, Michigan.

2006

- November 17, 2006 *"Disproportionality in child welfare: the role of the Court"*. Guilford County Family Court and Department of Social Services. Greensboro, North Carolina
- October 19, 2007 *"Leading from the Middle"*, Minority Leadership Development Institute, Spaulding for Children National Resource Center for Special Needs Adoption. Alexandria, Virginia
- July 14, 2006 *"Disproportionality in child welfare: a historical perspective"*. University of Pittsburgh School of Social Work, Institute on Race. Pittsburg, Pennsylvania.
- April 26, 2006 *"The Challenge of Building Life Long connections"*. Casey Family Services, 30th Anniversary Interdivisional Conference: Waterville Valley, New Hampshire.
- March 24, 2006 *"Understanding the Dynamics of Disproportionality in Child Welfare"*. Wake County Department of Human Services. Raleigh, North Carolina.
- February 24, 2006 *"Understanding Disproportionality: History and Current Dynamics"*. Ramsey County Department of Human Services: St. Paul, Minnesota.

2005

- December 12, 2005 *"Disproportionality, Kinship Care and Families of Color: a Historical Perspective"*. Conference on Kinship Care. Race Matter Consortium and the Center for the Study of Social Policy. . Washington, DC
- November 17, 2005 *"Disproportionality in Child Welfare"*, Fairness and Equity Conference, California County Child Welfare Director's Association. Sacramento, California.
- October 17, 2005 *"Leadership for the 21st Century Agencies"*, National Conference on Public Agency Accreditation, Council on Accreditation of Child and Family Service Agencies: Little Rock, Arkansas.
- October 21, 2005 *"The Public Policy Response to Hurricane Katrina: Medicaid"*. Greenfield Intercultural Center. Philadelphia, Pennsylvania
- October 10, 2005 *"The History of Child Welfare"*. Michigan State Task Force on Disproportionality in Child Welfare: Detroit, Michigan.

- September 21, 2005 *"The Impact of Placement on Children"*, National Meeting of the Council of State Courts and The Council of Chief Justices on Justice for Children. Minneapolis, Minnesota.
- July 27-28, 2005 *"Disproportionality in Child Welfare"*, *"History of Child Welfare & Families of Color"*; and *"Building Effective Teams"*. State of Alaska, Tribal State Task Force Conference on Disproportionality. Fairbanks Alaska
- July 18, 2005 *"Disproportionality in Child Welfare and the Court"*, Annual Conference of the National Council of Juvenile and Family Court Judges. Pittsburg, Pennsylvania
- June 15, 2005 *"Preparing Special Needs Children for Adoption"*. Wake County, Department of Human Service. Raleigh, North Carolina.
- May 3, 2005 *"Cultural Competency in Child Welfare"* and *"Leadership in Social Service"*, National Association of Social Workers: New Jersey State Chapter. Annual Conference. Atlantic City, New Jersey.
- April 1, 2005 *"Putting the pieces together: Addressing child abuse, domestic violence, and substance abuse"* and *"Considerations in Placing Children"*. Child Welfare Training Conference. Louisiana State University: Monroe, Louisiana.
- 2004**
- December 8, 2004 *"Securing the Promise of Permanency for America's Children"*, Child Welfare League of America. Conference on Special Needs Adoption: Los Angeles, California
- October 12, 2004 *Considerations in developing a strategic plan to address Disproportionality: the history of child welfare*. Texas Department of Protective and Regulatory Affairs, Child Protective Service Division and Casey Family Programs. Austin, Texas.
- June 13, 2004. *"Improving Outcomes for Children of Color"*, Leadership Convening. Casey Family Program. Seattle, Washington.
- April 16, 2004 *The Context of public child welfare and children's mental health*. James R. Dumpson Child Welfare Biennial Colloquium. Fordham University, Tarrytown, New York.
- February 19, 2004 *Building a village that protects children*. Mississippi State Child Welfare Institute Conference. Jackson State University: Jackson, Mississippi.
- 2003**
- November 21, 2003 *Meeting The Needs Of African American Children In The Child Welfare System*. Annual North Carolina Friends of Black Children Conference. Raleigh, NC.
- November 14, 2003 *Reforming child welfare in New Jersey*, NASW- New Jersey Symposia on Child Welfare Reform. Morristown, NJ.
- October 7, 2003 *Professionalization of child welfare services: Challenges and Opportunities*, Child Welfare Partnership Symposia. University of Georgia School of Social Work, Athens, Georgia
- May 18, 2003 *Charting the future of professional social work*. Convocation

Ceremony. Boston University, School of Social Work. Boston, MA.

May 21, 2003 *The role of the field supervisor in child welfare education.* New York City Consortium of School of Social Work and Fordham University. New York, New York

March 26, 2003 *Child welfare policy as part of the context of disproportionality,* Race Matters II Symposium. University of Illinois at Champagne-Urbana: Chicago, IL.

February 18, 2003 *Making positive change for children, families and communities,* Keynote address. Center for Community Partnerships in Child Protection, Center for the Study of Social Policy. Amelia Island FL.

2002

October 28, 2002 *The Crisis In Child Welfare: Race, Class And Culture.* Justice for Children in the Balance Conference. Louisiana Supreme Court: Baton Rouge, LA.

July 16, 2002 *Understanding the Child and Family Service Reviews as a tool for change,* Pennsylvania Department of Public Welfare and County Directors Association Quarterly Meeting, Hershey PA.

June 5, 2002 *African American Children And Domestic Violence.* Institute on Domestic in the African American Community. University of Minnesota, School of Social Work. Minneapolis, MN.

March 21, 2002 *Disproportionate Representation And Public Policies.* Race Matters II Forum University of Illinois, School of Social Work. Chicago, IL.

March 14, 2002 *Future trends and issues in child welfare.* Board of Director's Planning Committee. Leake and Watts Inc. New York City.

March 14, 2002. *Why involve family and community in the protection of children?* Annual Family-to-Family Child Welfare Reform Conference. Annie E. Casey Foundation. Brooklyn, New York.

January 14, 2002 *Leadership skills for state adoption program managers: moving the adoption agenda up and down the organization.* Annual Meeting of National Association of State Adoption Managers. Washington, DC.

2001

October 23, 2001 *Meeting the Mental health needs of children in the child welfare system,* Conference on Systems of Care. Georgetown University, Child Development Center. Connecticut.

June 13, 2001 *Leadership for family and children's services,* Leadership Maryland. Council for Excellence in Government. Columbia, Maryland.

June 12, 2001 *Creating High Performance Child Welfare Agencies,* National Conference on Research in Child Welfare. Child Welfare League of America: Denver, Colorado.

June 8, 2001 *Making Child Welfare Services Work Better for Children and Families,* Tenth Annual Colorado Child Welfare Conference. Edwin Muskie School of Public

- May, 2001 Service, University of Southern Maine. Vail, Colorado.
The Challenge of Grant making, Listening Circles Meeting. Marguerite Casey Foundation: Baltimore, Maryland.
- May 17, 2001 "Strategies for improving services to children with mental and cognitive disabilities" Annual Forum on Children with Disabilities. Office of the Attorney General, State of Delaware.
- May 10, 2001 *Keeping families at the center of reform: the challenge for research, practice and policy*, Building on Family Strengths Conference. Regional Research Institute. Portland State University. Portland. Oregon
- February, 2001 *Creating High Performance Child Welfare Programs: The Role Of Team*, Child Welfare Training Consortium. University of California at Los Angeles, Torrance, California.

2000

- October 17, 2000. *Public intervention into private life: the case of welfare reform*, Family Law Symposia. University of Pennsylvania, Law School.
- July 10, 2000 Evolution of Federal Child Welfare Law and Policy. Children's Summer Institute - Deciding a child's best interest: the legal, ethical and psychosocial issues in severing family ties. Loyola University Chicago, Schools of Law, Education and Social Work and the Erickson Institute. Chicago, Illinois. July 10, 2000
- June 23, 2000. *The challenge of performance: a new world for child welfare*, Third National Child Welfare Data Conference. Child Welfare League of America, National resource Center on Information Technology: Washington, D.C.
- June 22, 2000 *African American social workers in social policy roles*, African American Social workers and social policy: Leadership for the New Millennium Conference. Howard University School of Social Work: Arlington, Virginia.
- March 3, 2000 *Child welfare training as a strategic organizational intervention*, U.S. Children's Bureau Child Welfare Training Conference. U. S. Department of Health and Human Services. Washington, D.C. June 19, 2000.
- March 3, 2000 *Imagining The Future And Getting There From Here*, The Futures Conference. University of Houston, School of Social Work. Houston, Texas.

1999

- May 10, 1999 *Adoption and Safe Families Act: Implications for Courts and Lawyers*. American Bar Association, Center for Children and the Law, Annual Conference. Washington, D.C.
- April 24, 1999 State *Federal Perspectives on Child Welfare*, Kinship Care Roundtable. Michigan University, Social Work Program: East Lansing, Michigan.
- April 8, 1999 *Pathways to Adulthood: Challenge in Policy and Practice*, National Resource Center on Youth Development: Meeting of state independent living coordinators and transitional living program managers. Nashville, TN.

- March 24, 1999 *Conditions of Children in Contemporary Society: The Child Welfare Example*, George Warren Brown School of Social Work, Washington University. Spring Lecture Series: St Louis, MO.
- January 14, 1999 *Adoption and Safe Families Act: Federal Perspective*", New York City Administration for Children's Services, Human Resources Administration: New York, NY.
- 1998**
- December 6, 1998 *Keeping the Promise of Permanency*, National Conference on Special Needs Adoption. Child Welfare League of America. San Antonio, Texas.
- November 11, 1998 *The Inter- Ethnic Provisions of the Multi Ethnic Placement Act*, The Annual Meeting of Administrators of the Interstate Compact on Adoption and Medical Assistance. Oklahoma City, OK.
- November 2, 1998 *The Role of the Courts in Securing Safety and Permanency for Children*, Wisconsin Supreme Court Improvement Project Conference: Racine Wisconsin
- June 8, 1998 *The Impact of the Adoption and Safe families Act on Child Welfare Practice*, New England Regional Child Welfare Conference: Marlborough, MA.
- June 5, 1998 *The Challenge of Social Work and Social Welfare in the 21st Century*. The 50th Anniversary Celebration of the Social Welfare Program. University of California at Los Angeles, School of Research and Public Policy: Los Angeles, California.
- July 21, 1998 *Adoption and Safe Families Act: Implications for the Courts*, National Council of Family and Juvenile Court Judges., Annual Conference. Key Largo, FL.
- March 31, 1998 *Adolescence at Risk: Policy and Service Challenges*, Karen Honig Memorial Lecture. University of Illinois at Chicago. Jane Addams College of Social Work: Chicago, Illinois.
- 1997**
- November 20, 1997 *Strengthening and Supporting Families Ability to Keep Children Safe*, 11th Annual Empowering Families Conference. National Association of Family Based Services: Minneapolis, MN.
- September 11, 1997 *Professional Promises Unbroken*, Mississippi Conference on Social Welfare, Mississippi State Chapter of National Association of Social Workers: Jackson, MS.
- August 1997 *Kinship Care: A Critical Resource for Child Welfare*, National Kinship Care Conference. Child Welfare League of America: San Francisco, California.
- August 8, 1997 "Black Family in Life and Theater", National Black Theater Festival: International Symposia. North Carolina Repertory Company & Winston Salem State University. Winston-Salem, NC.
- September 27, 1997 *Strengthening Child Welfare Services through Training Collaboratives*, National Conference on Child Welfare University Agency Partnerships. University of Illinois at Carbondale: Memphis, TN

1996

June 26, 1996 *Family Group Decision Making: A Critical Tool in a Changing Child Welfare Environment.* American Humane Association: Philadelphia, PA.

1995

April 16, 1995 *Responding to the Unmet Needs of Black Children Awaiting Adoption,* National African American Leadership Summit on Adoption. National Association of Black Social Workers Annual Conference: Houston, Texas.

May 21, 1995 *Children and the Current Policy Debate,* The National Court Appointed Special Advocate Association Conference: Scottsdale, Arizona.

May 12, 1995 *Adoption 1995: Change & Challenge, A National Perspective,* New York State Citizen's Coalition for Children, Inc: Albany, New York.

May 9, 1995 *Building Upon the Strengths of Individuals, Families, and Communities,* The 2nd Annual Helen Bader Lecture, University of Wisconsin-Milwaukee, School of Social Work: Milwaukee, Wisconsin.

March 10, 1995 *Building Blocks: Community Response to Violence in the Lives of Children - Making Children a National Priority,* Summit County Children Services Child Welfare Symposium: Akron, Ohio.

March 3, 1995 *Making Child Welfare Programs Responsive to Families and Children of Color,* Child Welfare League of America, Inc. National Conference: Washington, DC.

February 28, 1995 *Parent Leadership to Strengthen Families: Building Caring Communities through Creative Partnerships,* Parents Anonymous National Conference: Arlington, Virginia.

February 28, 1995 *The Future of Permanency Planning for Children of Color,* Black Administrators in Child Welfare: Washington, D.C.

March 30, 1995 *Using Outcomes Measure to Improve the Delivery of Child Welfare Services,* Third Annual Roundtable on Outcome Measures in Child Welfare Services (sponsored jointly by the American Humane Association and the National Association of Public Child Welfare Administrators): San Antonio, Texas.

1994

September 1, 1994 *The Challenge of Strengthening Families,* California Court Appointed Special Advocate Association Conference. Los Angeles, California.

October 31, 1994 *Empowering Families,* New York State Department of Social Services - Homebuilders Training Conference. Albany, New York.

October 21, 1994 *Reforming Services to Families and Children: Creating the Family-Centered, Community-Based Services System,* National Association of Social Workers Annual Conference: Nashville, Tennessee.

August 11, 1994 *Making Cultural Competence Real,* Spaulding for Children's National Forum on Cultural Competence: San Jose, California.

August 2, 1994 *Abuse & Neglect: Protecting Children & Preserving Families,* National Center for State Courts: Jackson Hole, Wyoming.

- July 28, 1994 *Strategic Implementation of the Family Preservation and Support Act*, National Conference of State Legislatures. New Orleans, Louisiana.
- June 30, 1994 *Utilizing Community Resources and Building Partnerships*, Los Angeles County One Church, One Child Inc. Annual Meeting: Los Angeles, California.
- May 1994 *Implementing the Family Preservation and Support Act of 1994*, National American Indian Conference on Child Abuse and Neglect: Spokane, Washington.
- 1993**
- November 18, 1993 *Culturally Appropriate Placements and Family Preservation for Children of Color*, Black Family and Children's Services: Phoenix, Arizona.
- November 6, 1993 *Building on Strengths of Black Families*, Friends of Black Children Annual Conference: Raleigh, North Carolina.
- October 27, 1993 *Gangs and Ethnicity*. New Mexico State University, Departments of Social Work and Chicano Studies: Albuquerque, New Mexico.
- September 18, 1993 *We Are A Family, Do You Really Know Me*, Los Angeles County One Church, One Child: Los Angeles, California.
- May 20, 1993 *Racial and Cultural Issues in Children and Family Services*, Council of Child Caring Agencies: New York City.
- May 1993 *Adoption: Meeting the Challenge of the 90's*. U.S. Children's Bureau Adoption Specialist Meeting: Washington DC.
- April 13, 1993 *Building Culturally Competent Family Preservation Services* Family Services of Boston, Family Preservation Conference: Boston MA.
- 1992**
- November 6, 1992 *Helping Children in Transition*, Friends of Black Children Annual Conference: Raleigh, North Carolina.
- October 22-23, 1992 *Valuing Cultural Diversity: Implications for Practice and Service*, National Association of Social Workers, Alaska Chapter: Anchorage, Alaska.
- August 14, 1992 *Celebrating the African-American Family*, Kentucky Cabinet for Human Resources: Lexington, Kentucky.
- 1991**
- November 1, 1991 *The Experience of Adoption: Helping Children Move*, North Carolina Friends of Black Children Annual Conference: Raleigh, North Carolina.
- October 1, 1991 *Black Adoptions: A Continuing Challenge*, Workshop sponsored by the Bay Area Association of Black Social Workers and the Black Child Placement and Research Center: Oakland, California.
- September 6, 1991 *Family Preservation Services and the Black Family*, United Community Services

of Detroit: Detroit, Michigan.

- August 14-15, 1991 *African-American Families and Adoption and Ethnographic Interviewing, Celebrating Our Diversity: African-American Family Conference.* Kentucky Cabinet for Human Resources: Lexington, Kentucky.
- May 21, 1991 of *Understanding The Broader Context Of Child Welfare Services, Annual Meeting* the Chicago Child Care Society: Chicago, Illinois.
- May 18, 1991 *Cultural Competence, Annual Conference of North Carolina Guardian Ad Litem Program, North Carolina Supreme Court:* Charlotte, North Carolina.
- May 6, 1991 *Building Cultural and Ethnic Competence into Family Preservation Services, Tri-State Family Preservation Association:* Newark, New Jersey.
- April 22, 1991 *Cultural Competency and Juvenile Services, Conference of National Association of Juvenile Justice Advisory Councils:* Washington, D.C.
- April 11, 1991 *The Adoption Opportunities and Child Welfare Amendments of 1980: Ten Years Later, The Ellen Winston Memorial Lecture, North Carolina State University:* Raleigh, North Carolina.
- March 23, 1991 *Cultural Competence and Professional Social Work, Annual Conference, New Mexico State Chapter, National Association of Social Workers:* Albuquerque, New Mexico.
- March 22, 1991 *Increasing Cultural Competence in Social Work Services, Annual Conference of National Association of Social Workers of Nebraska:* Omaha, Nebraska.
- March 7-8, 1991 *Designing Family Preservation Services, Riverside County Department of Social Services:* Riverside, California.
- February 26, 1991 *Increasing the Adoption of Black Children, South Carolina Council on Adoptable Children:* Charleston, South Carolina.
- February 25, 1991 *Family Preservation Services, Annual Meeting of Black Administrators in Child Welfare:* Washington, D.C.
- January 25, 1991 *Building Family Preservation Services, North Dakota Association of Family Based Services:* Grand Forks, ND.
- January 8 & 14, 1991 *Cultural Competence and Family Preservation Services, Rutgers University School of Social Work, Family Preservation Institute:* New Brunswick, NJ.
- 1989**
- June 26, 1989 *Racially and Culturally Sensitive Practices, Family Preservation Institute, Rutgers University:* New Brunswick, New Jersey.
- June 22, 1989 *Emerging Issues in Child Welfare: Meeting with Leadership team Staff. Ramsey and Hennepin Counties:* Minneapolis MN.
- June 21, 1989 *Multi-cultural Issues in Service Delivery, Meeting with Minority Staff. Ramsey and Hennepin Counties:* Minneapolis MN.

- June 11-13, 1989 *Decision Making for Children: Two-Day Workshop.* Ramsey and Hennepin Counties: Minneapolis MN.
- April 27, 1989 *Homelessness and the Child Welfare System,* National Conference on Homeless Children and Youth. Washington, D.C.
- March 29, 1989 *Clinical Issues; Black Families in Adoption,* North Carolina Division of Mental Health: Winston-Salem, North Carolina.
- March 23, 1989 Leadership in Social Services, Durham County Department of Social Services: Durham NC.
- March 14, 1989 *Improving Worker's Decision Making Skills: A Workshop for Supervisors,* University of California School of Social Welfare: Los Angeles, California.
- 1988**
- December 21, 1988 *History and Challenge of Black Children in the Child Welfare System,* Reasonable Efforts Conference, Wayne County Department of Social Services: Detroit, Michigan.
- December 6, 1988 *Motivating the Adult Learner,* Illinois Department of Children and Family Services: Chicago, Illinois.
- November 3, 1988 *Issues in Staff Development,* 8th Annual Conference on Child Abuse and Neglect, National Center on Child Abuse and Neglect, Administration for Children and Families: Seattle, Washington.
- October 19-20, 1988 *The History of Black Children in the Child Welfare System,* Family Preservation Conference, Wayne County Department of Social Services/Eastern Michigan University School of Social Work: Detroit MI.
- September 10, 1988 National Perspective on Service Innovations, North Carolina Supreme Court Task Force on Permanent Families for Children - Judicial Training Conference: Raleigh, North Carolina.
- September 8, 1988 *Staffing Child Welfare Agencies,* National Association of Public Child Welfare Administrators Forum, American Public Welfare Association: Washington, D.C.
- July 21, 1988 *Facilitating Black Adoptions,* Wisconsin Department of Community Services: Madison, Wisconsin.
- June 29, 1988 *Leadership in Organizations,* Durham County Department of Social Services, Management Training: Durham NC.
- June 28, 1988 *Shaping an Agenda for the 90's,* California County Welfare Directors Association Children's Services Conference: Asilomar, California.
- June 17, 1988 *Serving Black Families,* Central Baptist Children's Home: Lake Villa, Illinois.
- June 15, 1988 *Issues in Collaboration between Schools of Social Work and Public Agencies,* U.S. Department of Health and Human Services, Children's Bureau Grantees Conference: Washington DC.
- April 28, 1988 *Administrative Issues in Child Welfare,* Colloquium at Chapin Hall Center for Children: Chicago IL.

- April 19, 1988 *Historical Perspective on Child Welfare and Mental Health*, Symposium, Florida Mental Institute: Denver, Colorado.
- April 6, 1988 *Investing in North Carolina's Families*, Inaugural Symposium Address, North Carolina Wesleyan College: Rocky Mountain, North Carolina.
- March 25, 1988 *Policy Choices in Daycare*, Keynote Address, Durham Day Care Council: Durham, North Carolina.
- March 14, 1988 *Improving Worker's Decision-Making Skills: A Workshop for Supervisors*, University of California School of Social Welfare: Los Angeles, California.
- January 27, 1988 Adoption of High-Risk Infants, Special Services for Children, New York City Department of Human Resources: New York, New York.
- 1987**
- November 7, 1987 *Assessment of Black Families*, Friend of Black Children Conference: Raleigh, North Carolina.
- October 29, 1987 *The Changing American Family*, Governor's Conference on Crime and Delinquency: Raleigh, North Carolina.
- October 27-28, 1987 *Conflict Management and Principals of Excellent Organization*, Harris County Child Protective Services: Houston, Texas.
- October 10, 1987 *Facing the Future: Black Social Workers*, California State Association of Black Social Workers: San Diego, California.
- June 21, 1987 *Changing Families and Child Risk*, Conference on Child Sexual Abuse. Jackson State University: Jackson, MS.
- June 9, 1987 *Feminization of Poverty*, UNC-Duke Women's Research Center: Durham, North Carolina.
- May 27, 1987 *Foster Care Review: A Tool for Change*, National Association of Foster Care Reviewers: Chicago, Illinois.
- May 7, 1987 *Preparing Children for Adoption: Life Books*, Stanley County Department of Social Services: Albemarle, North Carolina.
- April 16, 1987 *Foster Parenting and Caring*, Durham County Foster Parents Association: Durham, North Carolina.
- April 9, 1987 Child Abuse and Neglect, State of the Child Conference: Durham, North Carolina.
- March 27, 1987 Impact of Policy Change on Poor Families, Kentucky Association of Social Workers Annual Conference.: Louisville KY.
- March 23, 1987 *Working with Our Most Vulnerable Clients*, Central Baptist Children's Home: Lake Villa, Illinois.
- March 6, 1987 *Building Excellent Organizations*, North Carolina Supervising for Excellence

Program: Durham, North Carolina.

January 22, 1987

Improving Services to Families and Children of Color, Ramsey County
Department of Social Services: St. Paul, Minnesota.

PAST AFFILIATIONS

National Association of Public Child Welfare Administrators, Board Member

American Public Welfare Association, Board Member

Behavioral Sciences Institute, Board Member.

Baptist Home for Children and Families, Bethesda, Maryland, Board Member

Board Member, National Association of Family-Base Services. Board Member

National Association of Black Social Workers, Member.

Child Welfare Institute, Council of Program Advisors, Member.

Illinois Child Welfare Training Institute, Advisor.

National Association of Social Workers, Member

Council on Social Work Education, Member