

Alexis Jemal, J.D., LCSW, PhD
Silberman School of Social Work at Hunter
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EDUCATION

Rutgers University , Doctor of Philosophy in Social Work	2016
Dissertation:	
Honors:	Bunche Fellowship Award Recipient
Rutgers University - School of Social Work, M.S.W.	2011
Concentration:	Clinical; Forensic Social Work
Rutgers University - School of Law-Newark, J.D.	2007
Honors:	Bunche Fellowship Award Recipient
Rutgers University – Douglass College, Bachelor of Science	2003
Graduation:	Summa Cum Laude
Major:	Sociology
Certificates:	International Studies; Criminology
<i>Study Abroad – Madrid, Spain, Fall Semester 2001</i>	

Honors & Awards (including fellowships)

May 2018	Presidential Fund for Faculty Advancement Award, \$3000
November 2017	Presidential Travel Awards (2)
October 2017	Incubation grant, NJ Council for the Humanities
October 2017	Awarded Presidential Travel Award, \$3332
February 2017	Presidential Travel Award, CUNY
February 2016	Paper “Addressing the Health of Formerly Imprisoned Persons in a Distressed Neighborhood through a Community Collaborative Board,” selected as the Sarah Mazelis Best Paper of the Year Award for <i>Health Promotion Practice</i> . \$1,000
May 2016	Won the JPHS essay contest for the PhD level with “The Opposition” and received \$1,000

May 2015	PhD Program Small Grants for Dissertation Research, \$1,000
July 2012 – August 2016	NIDA/NIH Behavioral Science Training Pre-Doctoral Fellowship Award (five-year fellowship) T32 DA007233
Spring 2011	The Rutgers Graduate School’s Pre-Dissertation Award
Spring 2011	2011 CPDD Primm-Singleton Minority Travel Award
Fall 2010 – Spring 2012	Bunche Fellowship
Fall 2004 – Spring 2006	Bunche Fellowship
Fall 2017	Fellow , CUNY Mellon Faculty Diversity Career Enhancement Initiative, Mellon Foundation
Spring 2017	Fellow , Faculty Research Fellowship for 2017, nominated by Provost
Spring 2011	The Rutgers School of Social Work’s “Dean’s Recognition Award to an Outstanding Student in Clinical Social Work”
<i>Grant Activity</i>	
December 2017	PSC-CUNY Enhanced Award, \$12,000 (declined)
August 2017	Sociological Initiatives Foundation
March, 2017	Jemal, HIV and Drug Abuse Prevention Research Ethics Training Institute (RETI), \$20,000
December 2015	Jemal & Gunn, Center for Drug Use and HIV/HCV Research (CDUHR) Pilot, \$25,000

SPECIALIZED TRAININGS & CERTIFICATIONS

January 2016 – May 2016	Rutgers University - Teaching Assistance Project (TAP) Program Certificate, Teaching with Technology Workshop Series
September 2015 – December 2015	“Designing Your Own Course,” Rutgers University - Teaching Assistance Project (TAP) Program
January 2013 – May 2014	Rutgers University - Teaching Assistance Project (TAP) Program Certificate, Preparing for the Professoriate Workshop Series

January 2012 – May 2013

Rutgers University - School of Social Work
Addiction Counselor Training (ACT) Certificate Program

May 2019

Certificates: Criminology and International Studies

Law Licenses: NJ (004052008, admitted 11/19/2014) & NY (4624482, admitted 2009)

Licensed Clinical Social Worker (LCSW), NJ, 44SC05714400, issued 12/20/2016

Licensed Master Social Worker (LMSW), NY, 089323, issued 6/17/13

HIV Certified Counselor, 2013

Licensed Clinical Alcohol and Drug Counselor (LCADC), anticipated summer 2018

ACADEMIC APPOINTMENTS

Assistant Professor, Silberman School of Social Work, Hunter College, CUNY
2016 – Present

Visiting Scholar, New York University, 2015 – present

PUBLICATIONS

PEER-REVIEWED ARTICLES

Jemal, A. (under review). Social work is not rocket science. *Reflections: Narratives of professional helping*

Jemal, A., Bussey, S., Young, B. (2019). Steps to racial reconciliation: A movement to bridge the racial divide and restore humanity. *Social Work & Christianity*, in press.

Jemal, A. & Bussey, S., & Davis, K. (under review). Transformative Consciousness: Scale development and content validity. Manuscript submitted for publication. Revise and resubmit.

Jemal, A., Gardiner, M., & Bloeser, K. (2019). Perceived Race as Variable: Moderating Relationship Between Perceived Discrimination in Workplace and Mentally Unhealthy Days. *Journal of Racial and Ethnic Health Disparities*, 6(2):265-272. Manuscript accepted for publication. [Selected as Editor's Choice paper, approximately 5% of published papers receive this distinction.]

Jemal, A., Gunn, A., & Inyang, C. (2019). Transforming responses: Exploring the treatment of substance-using African American women. *Journal of Ethnicity in Substance Abuse*. DOI: 10.1080/15332640.2019.1579141

Jemal, A., Inyang, C., Bussey, S. & Caliste, S. (under review). Violated: From substance use treatment to incarceration.

Windsor, L., Jemal, A., Salisbury, A. & Wang, L. (under review). Critical consciousness associated with lower engagement in criminalized coping behavior among formerly incarcerated men who are more stable: Implications for smart decarceration.

Jemal, A. (2018). Transformative consciousness of health inequities: Oppression is a virus and critical consciousness is the antidote. *Journal of Human Rights and Social Work*. <https://rdcu.be/2Cxm>.

Jemal, A. & Bussey, S. (2018). Transformative action: A theoretical framework for breaking new ground. *EJournal of Public Affairs*. <http://www.ejournalofpublicaffairs.org/wp-content/uploads/2018/08/211-1311-1-Galley.pdf>

Jemal, A. (2017a). Critical consciousness: A critique and critical analysis of the literature, *Urban Review*, 49, 4, 602-626. Doi: 10.1007/s11256-017-0411-3

Jemal, A. (2017b). The opposition. *Journal of Progressive Human Services: Radical Thought and Practice* (JPHS), 28(3), 134-139. doi: 10.1080/10428232.2017.1343640.

Jemal, A. & Graham, W. (2017). Criminal Injustice Competency: A Missing Component of Social Work Education to End Mass Incarceration, *Intersections in Practice*, 11, 9-11

Gunn, A. J., Sacks, T. K., & **Jemal, A.** (2016). "That's not me anymore": Resistance strategies for managing intersectional stigmas for women with substance use and incarceration histories. *Qualitative Social Work*, 17(4). DOI: 10.1177/1473325016680282.

Jessell, L., Smith, V., & **Jemal, A.**, & Windsor, L. (2016). Using technology to facilitate collaboration in Community-Based Participatory Research (CBPR). *Journal of Technology in Human Services*, 34(3), 241-255.

Smith, V. & **Jemal, A.** (2015). Addressing the health of formerly imprisoned persons in a distressed neighborhood through a community collaborative board. *Health Promotion Practice*, 16(5), 733-44. doi: 10.1177/1524839915588293. selected as the Sarah Mazelis Best Paper of the Year Award for *Health Promotion Practice*

Windsor, L., **Jemal, A.**, & Alessi, E. (2015). Cognitive behavioral therapy and substance using minorities: A meta-analysis. *Cultural Diversity & Ethnic Minority Psychology*, 21(2), 300-13.

Windsor, L., **Jemal, A.**, & Benoit, E. (2014). *Community Wise: Paving the way for empowerment in community reentry*. *International Journal of Law and Psychiatry*, 37(5), 501-11. DOI 10.1016/j.ijlp.2014.02.023. NIHMS576112

Windsor, L., Pinto, R., Benoit E., Jessell, L., & **Jemal, A.** (2014). *Community Wise: Development of a model to address oppression in order to promote individual and community health*. *Journal of Social Work Practice in the Addictions*, 14(4), 402-420. [Among most downloaded articles published in Routledge Health & Social Care Journals in 2014].

PEER-REVIEWED PUBLICATIONS

Book Chapters

Books

NON PEER-REVIEWED PUBLICATIONS

Jemal, A. (2014, June). Process evaluation of a community collaborative board (CCB): Using community-based participatory research (CBPR) to create a substance abuse/health intervention. Abstract Book 76th Annual Meeting – College on Problems of Drug Dependence, San Juan, Puerto Rico.

Jemal, A. (2012). Justifiable Rape. In *Sexual Violence and Abuse: An Encyclopedia of Prevention, Impacts, and Recovery*. Judy Postmus (ed.). Santa Barbara, CA: ABC-CLIO

Jemal, A. (2012). Rape. In *Sexual Violence and Abuse: An Encyclopedia of Prevention, Impacts, and Recovery*. Judy Postmus (ed.). Santa Barbara, CA: ABC-CLIO

Jemal, A. & Windsor, L. (2011, June). *Cognitive Behavioral Therapy and Substance Using Minorities: A Meta-Analysis*. Publication at the 73rd Annual Meeting of the College of Problems on Drug Dependence (CPDD), Hollywood, Florida.

Book Chapters

Books

Book Reviews

Jemal, A. (2019). Review of *Black Women, Work, and Welfare in the Age of Globalization*, by Sherrow O. Pinder (2018). New York: Lexington Books, 224 pp (ISBN 9781498538961) \$95.00 Hbk

INVITED PUBLICATIONS

Jemal, A., (2019). Justice Works: The cornerstone framework at the intersection of social work practice. NASW Intersections

PUBLICATIONS UNDER REVIEW

Jemal, A. & Bussey, S., & Davis, K. (2018). Transformative Consciousness: Scale development and content validity. Manuscript submitted for publication.

Jemal, A., Young, B., Bussey, S. (2018). Healing the Divide: Truth and reparations bridge social work and Christianity for U.S. Manuscript submitted for publication

PUBLICATIONS IN PREPARATION

Jemal, A. (in preparation). Conceptualizing socio-ecosystemic inequity: Racism is a misnomer.

Jemal, A. (in preparation). Transformative consciousness: Scale testing.

Jemal, A. (in preparation). Anti-racism community collaborative board: Development & Operation

Jemal, A. (in preparation). The transformative potential development model: Good people act right now

Jemal, A., Inyang, C., & Gunn, A. (in preparation). Hurt people hurt: A conceptual framework of how being a Black woman affects health, relationships and well-being

Jemal, A., Windsor, L., Inyang, C., Peirre-Noel, C. (in preparation). Developing critical consciousness through critical dialogue: The cornerstone of social work group practice

PROFESSIONAL REPORTS

RESEARCH & TRAINING GRANTS

FUNDED RESEARCH

Sept 2017 – Dec 2020

Co-Investigator - A diversity supplement from National Institute on Minority Health and Health Disparities (NIHMD) (3U01MD010629-02S1) to study the development of critical consciousness during the Community Wise intervention, study titled, *Bridging theory and practice: Examining critical consciousness and AIDU. 390,517*

August 2017 – August 2019

Co-Principal Investigator – Adapting an evidence-based HIV/STI risk reduction intervention to address oppressive sexual scripts among substance using heterosexual African American males and females. Center for Drug Use and HIV Research (CDUHR, P30DA011041). \$25,000.

September 2017 - 2018

Grant to fund HOW: Racism, Sexism, and Heterosexism engender violence against women and non-gender conforming people. New York Women’s Foundation. Research Foundation at CUNY, \$2000

- September 2017 -2018** Grant to fund HOW: Racism, Sexism, and Heterosexism engender violence against women and non-gender conforming people. SCAN New York, \$2000
- July 2017 – July 2018** Traditional B award from PSC-CUNY to develop a measure of critical consciousness of sexual socialization to be used in intervention research to reduce HIV/STI risk among heterosexual African American men and women.
- June 2015 – May 2017** Principal Investigator – Formative research for Critical Consciousness intervention development. Center for Drug Use and HIV Research (CDUHR, P30DA011041). \$5,000. Conducted mixed methods (survey, focus groups and photo voice) study of perceptions of Black women with substance use histories residing in Essex County, NJ about how experiences of oppression affect their HIV/STI risk and problematic substance use.

UNFUNDED RESEARCH

CONTRACTS

TEACHING EXPERIENCE

Social justice, diversity and oppression, critical social work practice, collaborative therapeutic practices, forensic social work, community-based participatory research, and mixed methods.

Rutgers University – School of Social Work, New Brunswick, NJ

Part-time Lecturer of MSW courses

- *Diversity and Oppression* (September – December 2015)
 - *Advanced Direct Practice Using Brief Solution Focused Therapy* (January – May 2015)
- Biology of Addictive Behavior* - Rutgers' Addiction Counselor Training (ACT) program (September – December 2012)

DISSERTATION EXAM COMMITTEES

Tyese Brown, PhD Candidate Spring 2019 – Present
Dissertation Committee, Graduate Center, City University of New York

PRESENTATIONS

PEER REVIEWED PRESENTATIONS

Jemal, A. (2018). Developing Critical Consciousness through Critical Dialogue: The Cornerstone of Social Work Group Practice. Presentation at the International Association for Social Work with Groups (IASWG) Symposium, June 7-10, 2018, Kruger National Park, South Africa.

Jemal, A. (2018). Understanding and Measuring Critical Consciousness about Social Determinants of Health and Health Inequalities in the United States. Poster presentation at the 22nd Annual Conference of the Society for Social Work and Research (SSWR), January 10-14, 2018, Washington, DC.

Jemal, A., Inyang, C., Gabam, R., Gaskins, L., & Pierre, C. (2017). Community Wise Fishbowl: Empowering Women with Histories of Substance Use Disorders and Incarceration History. October 13-14. Institute for the Study and Promotion of Race Culture (ISPRC), 2017 Diversity Challenge: Race, Culture, and Criminal Justice throughout the Lifespan. Boston, MA.

Jemal, A., Graham, W., Tolbert, N. (2017). Forensic Social Work in MSW Education: Power, Privilege, Oppression. National Organization for Forensic Social Workers, social Justice Rising, July 27 – 29, Boston, MA

Jemal, A. (2017). Transforming Responses: Making Anti-racism Part of the Solution. International Academy of Law and Mental Health (IALMH). 35th International Congress on Law and Mental Health, July 9-14, 2017. Prague, Czech Republic.

Jemal, A. (2015). Disability, addiction and critical consciousness. Presentation at the 31st Annual Pacific Rim International Conference on Disability & Diversity.

Jemal, A. & Inyang, C. (2015). Answer my questions! Building common ground for collaborative partnerships between researchers and community members. Workshop presented at the NASW-NJ Annual Conference, Atlantic City, NJ.

Jemal, A. & De Franca, E. (2015). Postmodern therapeutic approaches: Building collaborative partnerships with clients. Workshop presented at the NASW-NJ Annual Conference, Atlantic City, NJ.

Jemal, A. (2014). Substance use as a symptom of oppression. Lecture presented at Summer School of Addiction Studies, Rutgers Center of Alcohol Studies, New Brunswick, NJ.

Jemal, A. (2014). Process evaluation of a community collaborative board (CCB): Using community-based participatory research (CBPR) to create a substance abuse/health intervention. Poster presentation at the 76th Annual Meeting – College on Problems of Drug Dependence, San Juan, Puerto Rico.

Jemal, A. & Belo, S. (2014). Developing critical consciousness: The cornerstone of social work practice. Workshop presented at the NASW-NJ Annual Conference, Atlantic City, NJ.

Jemal, A. (2013). "Is it me?" Exploring the Experience and Health Consequences of Oppressive Conditions of Doctoral Education for Black and Latina/o Students. Roundtable presentation at the Society for the Study of Social Problems Annual Meeting, NY, NY.

Blom, T., Jessell, L., **Jemal, A.**, & Windsor, L. (2012). Prisoner reentry in Newark, New Jersey: Identified solutions based on firsthand experiences. Presentation at NASW-NJ annual Conference, Atlantic City, NJ.

Jemal, A. & Windsor, L. (2013). Opening windows of critical consciousness: A process evaluation of *Community Wise*. Presentation at the VIII International Meeting of the Paulo Freire Forum, Las Angeles, CA.

Jemal, A. (2012). *Power Analysis: Charting the Path to Empowerment*. Presentation at the 58th Annual Program Meeting of Council on Social Work Education, Washington, D.C.

Jemal, A. & Windsor, L. (2011). *Cognitive Behavioral Therapy and Substance Using Minorities: A Meta-Analysis*. Presentation at the 73rd Annual Meeting of the College of Problems on Drug Dependence (CPDD), Hollywood, Florida.

Jessell, L., **Jemal, A.**, Blom, T., & Windsor, L. (2012). Operationalizing Critical Consciousness: Community Based Participatory Research (CBPR) and Scale Development. Presentation at NASW-NJ annual Conference, Atlantic City, NJ.

Windsor, L., **Jemal, A.**, & Alessi, E. (2013). *Cognitive Behavioral Therapy: A Meta-Analysis of Race and Substance Use Outcomes*. Presentation at the Society for Social Work and Research 2013 Annual Conference, San Diego, CA.

Windsor, L., **Jemal, A.**, Goffnett, J., Smith, D. C., Lassiter, T., Benoit, E., Baxter, R., Anderson, E. (2016, October). Measuring States of Engaged Awareness to Combat Health Inequalities (SEAH). Poster Presentation at the 147th meeting of the American Public Health Association (APHA), Denver, CO.

INVITED PRESENTATIONS

PROFESSIONAL EXPERIENCE

College of Nursing, New York University, NY, New York

NIDA/NIH Ruth L. Kirchstein National Research Services Award for Pre-doctoral Trainees (T32) - BST Fellow in Drug Abuse Research, July 2016 – August 2016

Conduct research, write grants and work towards completion of dissertation.

National Development and Research Institute, NY, New York

NIDA/NIH Ruth L. Kirchstein National Research Services Award for Pre-doctoral Trainees (T32) - BST Fellow in Drug Abuse Research, August 2012 – July 2016

Conduct research, write grants and work towards completion of dissertation.

Rutgers University, New Brunswick & Newark, NJ

- 2015 *Research Assistant* to Liliane Windsor, PhD. Provided data collection for Project ICI, a study exploring collaborative relationships between agencies providing HIV services in Essex County.
- 2015 *Research Assistant* to Emily Greenfield, PhD. Developed IRB proposal, interview questions, and consent forms for program evaluation of MSW Fellowship in Aging program.
- 2013 *Research Assistant* to Andy Peterson, PhD. Conducted imputation of missing data.
- 2013 *Research Assistant* to Liliane Windsor, PhD. Conducted literature review on critical consciousness.
- 2012 *Research Assistant* to Beth Angell, PhD. Conducted qualitative data analysis using NVivo software.

Rutgers University, Newark, NJ

Project Manager, July 2011 to July 2012

Clinical

Interest: Trauma, stress-coping, substance use, sports counseling, Borderline Personality Disorder, personal development, post-modern & collaborative therapeutic modalities (e.g., solution-focused therapy, narrative therapy), CBT

Integrity House, Newark & Secaucus, NJ

Therapist for Co-occurring Disorders and Intervention Facilitator, November 2015 – May 2016

Conduct biopsychosocial assessments and provide psychotherapy services to adults with co-occurring disorders in therapeutic community under supervision of LCSW/LCADC, provide group clinical facilitation for mindfulness and trauma, and develop and deliver trauma training for staff.

Silver Lake Psychotherapy Associates, LLP, Staten Island, NY

Associate, June 2013 – Present

Conduct biopsychosocial assessments and provide psychotherapy services to children, adults, couples, and families under supervision of agency's partners to address such issues as: depression, anxiety, schizophrenia, conflict, grief, borderline personality disorder, ADHD.

Team Management 2000, Inc., Hackensack, NJ

Part-Time Supervisor, Case Manager, Mental Health and Substance Abuse Counselor, July 2013 – January 2014

Conducted biopsychosocial and needs assessments; provided case management and counseling to address mental health and substance abuse issues to HIV infected population; and, provided clinical and administration supervision to staff at two satellite locations.

Rutgers University, Newark NJ

Community Wise Facilitator, September 2012 – December 2012

Facilitate a psychosocial therapeutic group for ex-offenders with substance use histories.

Mental Health Association of Essex County and the Newark Community Court, Newark, NJ

Intern, September 2010 to April 2011

Performed various tasks that included research, counseling inmates at Essex County Correctional Facility, legal and mental health advocacy, discharge planning, grant proposal writing, program, training and community resource development, and conducted comprehensive intake and biopsychosocial assessments.

Legal

Rutgers School of Social Work, New Brunswick, NJ

Interim Coordinator for the MSW Fellowship in Aging, August 2014 – May 2015

Advised fellows on leadership project development and research.

Peter Westbrook Foundation, New York, NY

Interim Fund Developer, June – August 2014

Sent year end reports to funders, drafted application for renewed funding, and identified potential funding opportunities.

Rutgers Learning Centers, New Brunswick, NJ

Writing Coach, October 2010 to May 2011

Provided writing assistance to undergraduate and graduate students.

Better Business Bureau, NYC, NY

Mediator Volunteer, January 2009 to March 2009

Mediated claims between businesses and consumers.

Oak Knoll School of the Holy Child, Summit, NJ

Fencing Coach, September 2007 to March 2008; December 2008 to March 2009

Organized and supervised a varsity team in practice and competition.

MFY Legal Services, Inc., NYC, NY

Intern, September 2008 to December 2008

Provided legal assistance to the attorneys; advocated for indigent and disadvantaged clients; researched legal and evidentiary issues, and prepared memos discussing strengths and weaknesses of legal arguments.

The New York Civil Liberties Union, NYC, NY

Intern, March 2008 to August 2008

Researched and drafted memos for various issues including: 1) methods to prevent and/or remedy de facto segregated public schools in Long Island; 2) prisoner's freedom of speech right to display artwork to populations outside of the correctional facility; and 3) attorneys' fee provision of FOIL.

The Office of the Public Defender for Union County, NJ, Elizabeth, NJ

Intern, March 2008 to June 2008

Appeared on behalf of clients; assisted attorneys in negotiating pleas and conferencing cases with the Judge, prosecutor and public defender pursuant to NJ Court Rule 1:21-3(b); organized discovery for a racketeering case; and assisted with jury selection and trials.

N.J. District Court: The Chambers of the Honorable Judge Greenaway, Newark, NJ

Intern, March 2008 to May 2008

Drafted an opinion for a Social Security Disability benefits appeal, viewed hearings, and filed closed cases.

Coordinated research activities; supervise research assistants; supervised Institutional Review Board (“IRB”) documents and procedures; developed workshops, trainings, and measures; conducted clinical assessments; co-facilitate the *Community Wise* intervention; and provide general research support.

Center for Behavioral Health Services & Criminal Justice Research, New Brunswick, NJ

Research Assistant, April 2009 to August 2010

Institutional Review Board (“IRB”) liaison responsible for development and submission of IRB documents; provided research project assistance; collected qualitative and quantitative data; conducted data entry, outreach, interviewing, and data organization for analysis; performed editing, research and writing tasks; and created system and database of “frequently requested information,” to improve response efficiency of inmate correspondence.

SERVICE TO ACADEMIC INSTITUTIONS

University Service

September 2016 – Present	Faculty senator
August 2014 – May 2016	Founder and coordinator of <i>Write Now</i> , the first Rutgers Social Work PhD student writing group.
January 2013 – May 2013	Student Representative, Doctoral Executive Committee, Rutgers University School of Social Work
May 2011 – May 2013	Co-president of Doctoral Student Association for Social Work

School Service

February 2017 – May 2017	Silberman School of Social Work Faculty Search Committee
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Service to the Profession

June 2018	Ad hoc reviewer <i>American Journal of Public Health</i>
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November 2017	Invited presenter for NYU Doctoral Association. <i>Hello from the other side: Life after the PhD program</i>
November -2017	Ad hoc reviewer <i>Journal of Community Practice</i>
October 2017	Member of NASW Specialty Section: NASW Social Work and the Courts Committee
January 2017	Ad hoc reviewer, The Jacob & Valeria Langeloth Foundation
March 2015	Ad hoc reviewer <i>Progress in Community Health Partnerships, Research, Education, and Action</i>

PROFESSIONAL & CIVIC ACTIVITIES

January 2018 – Present	Developer and Founder of the Anti-Racist Community Collaborative, a community organizing venture to bridge divides by joining communities, leaders, and organizations in anti-racism consciousness development and innovative action.
September - December 2014	Volunteer Intervention Specialist for Urban Renewal Corp. Provided the <i>Beyond Trauma</i> intervention for women in a community corrections program in Irvington, NJ.
June 2012 – August 2012	Volunteer sentence mitigation specialist with Federal Defenders of New York
October 2011 – Present	Board Member, Newark Community Collaborative Board (NCCB)
April 2010 – June 2011	Rape Survivor Advocate with Safe Horizon
September 2000 – Present	Volunteer coach at the Peter Westbrook Foundation, an organization that introduces the sport of fencing to inner-city minority youth to motivate them to make wise decisions and be positive, responsible role models.

PROFESSIONAL AFFILIATIONS

Jan 2017 – Present	Member, The Anti-Racism Community Collaborative (ARCC)
July 2015 – Present	Member, Hunterdon County Anti-Racism Coalition
June 2015 – Present	Member, Essex County Reentry Task Force

May 2015 – Present	Member, The Anti-Racist Alliance, North Jersey.
Sept 2011 – Present	Member, The Newark Community Collaborative Board (NCCB)
2013	Member, NASW
2009	Member NJ & NY Bar Associations