

TRICIA STEPHENS, LCSW-R, PhD
Silberman School of Social Work at Hunter College
City University of New York
2180 Third Avenue
New York, New York 10035
Tricia.Stephens@hunter.cuny.edu
Tel: 212-396-7560

EDUCATION

New York University, Doctor of Philosophy in Social Work
New York University, Masters in Social Work
Barry University, Bachelor of Science

ACADEMIC APPOINTMENTS

Associate Professor, Silberman School of Social Work at Hunter College, CUNY 2015-Present

PUBLICATIONS

PEER-REVIEWED ARTICLES and COMMENTARIES

Vega-Brown, J. & **Stephens, T.** (2023). “Still, We Rise”: Lessons learned from lived experiences in the family policing system. Special Issue. *Family Court Review*, 61, 304-314. Made freely available upon request from contributors so that this information may be accessible to those who need it the most <https://onlinelibrary.wiley.com/doi/epdf/10.1111/fcre.12708>

Stephens, T., Lens, V. & Singer, J. (2023). Introduction: Race, racism and child welfare. Perspectives from youth, parents, advocates and scholars. Special Issue. *Family Court Review*, 61, 225-228. Made freely available upon request from contributors so that this information may be accessible to those who need it the most.
<https://onlinelibrary.wiley.com/doi/epdf/10.1111/fcre.12713>

Gopalan, G., Lee, K. A., Pisciotta, C., Hooley, C., **Stephens, T.**, & Acri, M. (2022). Implementing a child mental health intervention in child welfare services: Stakeholder perspectives on feasibility. *Journal of Emotional and Behavioral Disorders*, DOI: 10634266221120532.

Washington, A., **Stephens, T.**, & Pisciotta, C. (2022). Space, place, and time: The Family Court experiences of child welfare-involved parents. *Families in Society*, DOI: 10443894221109207.

Stephens, T. (2022). First-time mothering after child welfare involvement – The ties that bind: A case study. *Journal of Infant, Child and Adolescent Psychotherapy*. 1-15.

Stephens, T. (2022). Black parents love their children too: Addressing anti-Black racism in the American child welfare system. *Social Work*, 67(2), 191-195.

Henderson, Z. R., **Stephens, T.** N., Ortega-Williams, A., & Walton, Q. L. (2021). Conceptualizing healing through the African American experience of historical trauma. *American Journal of Orthopsychiatry*. <https://doi.org/10.1037/ort0000578>. Spotlighted article.

Stephens, T., Katz, C., Lens, V. Pisciotta, C. (2021). “The view from the other side: How parents and their representatives view Family Court”. Special Issue – Therapeutic Jurisprudence and Family Law. *Family Court Review*, 59(3), 491-507. DOI: 10.1111/fcre.12590

Stephens, T. (2021). Distinguishing racism, not race, as a risk factor for child welfare involvement: Reclaiming the familial and cultural strengths in the lived experiences of child welfare affected parents of color. Special Issue - Genealogies of Healing: Black, Indigenous, and People of Color Stories, Studies and Strategies of Resistance and Transformation". *Genealogy*

Stephens, T. (2020). “Two hours on a Sunday”: Fatherhood following an intimate partner violence incident – A theory of excision. *Journal of Interpersonal Violence*. DOI: 10.1177/0886260520976214

Stephens, T. & Rock-Vanloo, N. I. (2020). “Using critical race theory to support the educational experience of Black graduate social work students.” *Social Work Education*. DOI: 10.1080/02615479.2020.1841155

Stephens, T., Kuerbis, A., Pisciotta, C & Morgenstern, J. (2019). Underexamined points of vulnerability for Black mothers in the child welfare system: The role of number of births, age of first use of substances and criminal justice involvement. *Children and Youth Services Review*. DOI: 10.1016/j.chidyouth.2019.104557

Gopalan, G., Hooley, C., Winters, A. & **Stephens, T.** (2019). Perceptions among child welfare staff when modifying a child mental health intervention to be implemented in child welfare services. *American Journal of Community Psychology*. DOI: 10.1002/ajcp.12309

Stephens, T. (2019). Recognizing complex trauma in child welfare-affected mothers of colour. *Child and Family Social Work*, DOI: 10.1111/cfs.12579

Stephens, T., Parchment, T., Gopalan, G., Burton, G., Ortiz, A., Brantley, T. and McKay, M. (2017). Assessing the needs of recently unified families from foster care: A parent perspective. *Child Welfare*. 94(6), 9-37.

Stephens, T. & Aparicio, E.A. (2017). It’s just broken branches”: CWS-involved mothers’ dual experiences of insecurity and striving for resilience in the aftermath of complex trauma and familial substance abuse. *Child and Youth Services Review*. 73. 248-256.

Stephens, T., Owusu, N.A., Parchment, T. and McKay, M. M. (2015). Meeting the needs of children and families with communication and other developmental difficulties in Accra, Ghana – An assessment of the AwaaWaa2 community-based program. *Global Social Welfare: Research, Policy and Practice*; DOI: 10.1007/s40609-015-0033-1.

Stephens, T., McGuire-Schwartz, M., Rotko, L., Fuss, A. and McKay, M. M. (2014). “A learning collaborative supporting the implementation of an evidence-informed program, the 4Rs and 2Ss, for children and families living with mild to moderate disruptive behavior disorders.” *Journal of Evidence-Based Social Work*, 11(5), 511-523. DOI: [10.1080/15433714.2013.831007](https://doi.org/10.1080/15433714.2013.831007)

Tosone, C., Nuttman-Schwartz, O. & **Stephens, T.** (2012). “Shared trauma: When the professional is personal.” *Clinical Social Work Journal*, 40(2), 231-239. DOI 10.1007/s10615-012-0395-0

Katz, C. et al. (2006). “A mental health program for ground zero rescue and recovery workers: cases and observations.” *Psychiatric Services*, 57: 1335-1338. DOI: [10.1176/ps.2006.57.9.1335](https://doi.org/10.1176/ps.2006.57.9.1335)

NON PEER-REVIEWED PUBLICATIONS

Book Chapters

Stephens, T., Gopalan, G., Acri, M., Bowman, M., & McKay, M. (2018). *Culturally Relevant Trauma-Informed Family Engagement with Families Experiencing High Levels of Exposure to Trauma and Stress*. In V. Strand, G. Sprang & L. Ross (Eds.). *Developing Trauma Informed Child Welfare Agencies and Services*. Springer.

INVITED PUBLICATIONS

Stephens, T. (2017). The relationship between complex trauma and school interruption for child welfare system affected mothers of color. *Roosevelt House Faculty Forum, Spring, 2017 Edition*.

DISSERTATION

Dissertation: **Stephens, T. (2015)**. Traumatic experiences and perceptions of parenting – A mixed-methods study of poor Black and Latino mothers with single and multigenerational child welfare involvement. Proquest Dissertations and Theses, Accession No. 10066.

Chair: Mary McKay, Ph.D.

REVISE AND RESUBMIT

Ortega-Williams, A., Henderson, Z. & **Stephens, T.** Posttraumatic growth and African Diasporic healing. *American Psychologist Special Issue on Rethinking Resiliency and Posttraumatic Growth*.

PUBLICATIONS UNDER REVIEW

PUBLICATIONS IN PREPARATION

Stephens, T., Lens, V., Ortega-Williams, A., Zhao, R. & Mandiberg, J. Addressing ideologies of dominance in qualitative research.

EDITORIAL ROLES

Associate Editor – Qualitative Health Research Journal 2022 – present

Family Court Review – Special Issue on Race and Child Welfare
Publication Date – April, 2023

PROFESSIONAL REPORTS

Report: Narrowing the Front Door to Child Welfare Involvement for Black Families in New York City – Recommendations from the Convenings of the NtFD Workgroups. Contributor.

Report: Supporting Families of Color: How Racial and Complex Trauma Affect Parents of Color Navigating Family Court During the Time of COVID and Beyond

Executive Summary: “The Traumatic Experiences of Child Welfare Affected Mothers. Prepared for the Child Welfare Organizing Project (CWOP).

Executive Summary: “Multisystemically Involved Fathers: A Report on Fathers Attending an Abusive Partners’ Intervention Group”. Prepared for the Children’s Aid Society – Family Wellness Program (CAS-FWP).

PRESENTATIONS

JURIED PRESENTATIONS

Cheek, J. Creswell-Baez, J. & **Stephens, T.** (May, 2023). There is Good Reason to Hope: Successful Navigation of the Tenure Process as a Qualitative Researcher. Panel presentation at the 19th Annual Meeting of the International Congress on Qualitative Inquiry. Urbana-Champaign, Illinois.

McCarthy, N., **Stephens, T.**, Small, M., Pisciotto, C. & Worthy, I. (2022, October). Target conditions, not families. Research frameworks for addressing neighborhood and family health. Accepted Community Circle Conversation at the 2022 Kempe International Conference: A Call to Action to Change Child Welfare.

Ortega-Williams, A., Henderson, Z., **Stephens, T.** & Walton, Q. (2021, October). African diasporic healing and harming practices; Narratives that uncover how enslaved patients’ asserted their agency. Accepted panel presentation at the Lapidus Center Conference (Schomburg) - "Pandemic Legacies: Health, Healing, and Medicine in the Age of Slavery and Beyond.

Stephens, T., Henderson, Z., Ortega-Williams, A. & Walton, Q. (November, 2020). Beyond Trauma: Examining Well-being for African Americans and the African Diaspora. Accepted

workshop at the Annual Program Meeting for the Council on Social Work Education. Workshop withdrawn by authors due to virtual presentation format (Covid).

Stephens, T. & Washington, A. (November, 2020). "Space, Place, Time": Child Welfare Involved Parents of Color in Family Court. Accepted paper presentation at the Annual Program Meeting for the Council on Social Work Education. Paper withdrawn by authors due to virtual presentation format (Covid).

Stephens, T. , Cary Katz, C. & Lens, V. (2020). I Want My Child Back! I Want My Child: Therapeutic Jurisprudence and the Providers Who Prepare Parents of Color for Family Court Appearances. E-Poster presentation at the Annual Meeting of the Society for Social Work Research in Washington, D.C.

Stephens, T. & Abreu, A. (November, 2019). A Trauma-Informed Group for Abusive Fathers with Dual Criminal and Family Court Involvement - Addressing the Intergenerational Transmission of Trauma to Support Families of Color. Case study presentation at the 35th Annual Meeting of the International Society for Traumatic Stress Studies in Boston, MA.

Stephens, T., Henderson, Z., Ortega-Williams, A. & Walton, Q. (November, 2019). A Conceptual Model of African American Intergenerational Wellbeing: The Role of Confronting, Withstanding and Transcending in Healing from Historical and Contemporary Trauma. Poster presentation at the 35th Annual Meeting of the International Society for Traumatic Stress Studies in Boston, MA.

Henderson, Z., **Stephens, T.**, Walton, Q. & Ortega-Williams, A. (October, 2019). Historical Trauma and Posttraumatic Growth: A Cross-Cultural Examination of Mass Group-Level Healing. Panel Presentation at the Annual Meeting of the Council on Social Work Education in Denver, CO.

Stephens, T., Abreu, A. & Washington, L. (2019, April). A Trauma-Informed Group for Fathers with Dual Criminal and Family Court Involvement. Oral Presentation at the Annual American Bar Association Parent Representation Conference in Tyson's Corner, VA.

Stephens, T. & Rock-Vanloo, N. I. (2018, November). Preparing Just and Critical Practitioners: Supporting Racial Minority Social Work Students. Oral Presentation at the Annual Meeting of the Council on Social Work Education in Orlando, FL.

Stephens, T. (2018, January). Housing and reunifying from foster care: Meeting mandated requirements for "adequate housing" in competitive urban centers. Oral presentation 2018 Annual Conference for the Society for Social Work Research in Washington, D.C.

Stephens, T. & Kuerbis, A. (2018, January). Recognizing the contributors to maternal child welfare involvement: The role of trauma exposure, substance use and mental health issues. Oral presentation 2018 Annual Conference for the Society for Social Work Research in Washington, D.C.

Stephens, T. (2017, November). Complex Trauma in a Sample of Child-Welfare Affected Mothers of Color: Moving Towards a Trauma-Informed Child Welfare System for Women and their Children. Poster Presentation at the 33rd Annual Meeting of the International Society for Traumatic Stress Studies in Chicago, IL.

Gopalan, G., Lucienne, T. **Stephens, T.** & Hooley, C. (2017, March). Implementing an evidence-based mental health intervention to reduce child behavioral difficulties in child welfare. Paper presentation at the 30th Annual Children's Mental Health Research and Policy Conference in Tampa, FL.

Stephens, T. & Aparicio, E. (2017, January). "It's Just Broken Branches": Maternal Dual Experiences of Insecurity and Striving for Resilience in the Aftermath of Complex Trauma and Familial Substance Abuse". Panel presentation at the 21st Annual Program Meeting for the Society for Social Work Research in New Orleans, L.A.

Gopalan, G., Lucienne, T., **Stephens, T.**, Hooley, C. & Lee, K. (2016, December). "Task-Shifting an Evidence-Based Mental Health Intervention into Child Welfare Services". Poster presented at the 9th Annual Conference on the Science of Dissemination and Implementation in Washington, D.C.

Stephens, T. (2016, November). "Stories of Survival and Strength: Child Welfare Affected Mothers and Trauma". Presented at the Council on Social Work Education 61st Annual Program Meeting – Advancing Collaborative Practice Through Social Work Education. Atlanta, GA.

Stephens, T., Killelt, S., Ordover, N., Parchment, T., Gopalan, G., Burton, G., Ortiz, A. & McKay, M. (2015, April). Policy Brief: A Parent-Informed Approach to Reunifying Families. New York: Child Welfare Organizing Project and McSilver Institute for Poverty Policy and Research, New York University Silver School of Social Work. Presented at the 3rd Annual McSilver Symposium: Poverty. Trauma. Resilience. Brooklyn, New York.

Henderson, Z., **Stephens, T.**, & Walton, Q. (2013, October). "Conceptualizing Healing as a Framework to Address the Mental Health of African-Americans." Presented at the Council on Social Work Education 59th Annual Program Meeting – Global Social Work: The World is Here. Dallas, Texas.

Small, L., **Stephens, T.**, McKay, M. & Hawkins, R. (2013, January). "Where are Family-Based HIV Prevention Programs Needed Most? Considering Poverty, Homelessness & Family Level Mental Health Need." Poster Presentation for the Society for Social Work Research 17th Annual Program Meeting. Social Work for a Just Society: Make Visible the Stakes and the Stakeholders. San Diego, CA.

Stephens, T., Parker, G. & McKay, M. (2013, January). "Mobilizing Urban Community Members to Ensure Poverty- Impacted Youth have Access to Evidence-Based Prevention Programs: The CHAMPions Approach." Poster Presentation for the Society for Social Work Research 17th Annual Program Meeting. Social Work for a Just Society: Make Visible the Stakes and the Stakeholders. San Diego, CA.

Stephens, T. & Hawkins, R. (2012, October). “Treating the Effects of Trauma and Poverty in Low-Income, Urban Black Communities.” Presented at the Council on Social Work Education 58th Annual Program Meeting – Social Work: A Capital Venture. Washington, D.C.

Stephens, T. & Steen, J. (2011, July). “Radicalizing Schools and Social Work: How Theories Can Empower Students & Communities.” Free Minds Free People Annual Conference.

INVITED PRESENTATIONS and TRAININGS

Lens, V. & **Stephens, T.** (September 7 & October 12, 2023). A Two Part Training for Bronx Family Court Judges on Racism, Complex Trauma and Therapeutic Jurisprudence.

Fortunato, N., Kelly, S., Sanders, T. & **Stephens, T.** (August 17, 2023). Creating Conditions for Systemic and Intergenerational Healing. Moderator – Repairing the Past, Shaping the Future: Envisioning Reparations for Our Families. A Webinar Produced by Black Families Love and Unite

Stephens, T. (June 1, 2023). Listen and Learn: Seen and Heard. Families Know Best. A two-part series on preserving family integrity and unity. Co-presenter – New York City Family Reunification Month a presentation for the New York State Unified Court System – Office for Justice Initiatives Child Welfare Court Improvement Project.

Stephens, T. (May 8, 2023). “Historical, Cultural and Generational Trauma”: Ask an Expert. Co-presenter for the SAMHSA GAINS Center for Behavioral Health and Justice Transformation.

Stephens, T. (March, 2023). “Introduction to the Trauma-Informed Approach: A Primer for Parent Advocates on Building Parent Power”. Trainer for Rise Magazine’s Rise and Shine CORE Parent Leadership Curriculum.

Stephens, T. & Newton, H. (September, 2022). Open Classroom - Building a Transformative 21st Century Research Agenda Series - If You Do Nothing Else, Please Take Time to Listen: Black Families and the Child Welfare System. Sponsored by the American Academy of Social Work and Social Welfare and the Brown School at Washington University, St. Louis.

Ortega-Williams, A., Henderson, Z. & **Stephens, T.** (September, 2022). “Inclusion Academy – Culturally Responsive Care. Beyond Trauma and Despair: A Model of Intergenerational Healing and Well-Being Among African-Americans”. Penn State College of Medicine OME.

Stephens, T. & Alleyne, F. (March, 2022). “Introduction to the Trauma-Informed Approach: A Primer for Parent Advocates on Building Parent Power”. Trainer for Rise Magazine’s RISE and Shine CORE Parent Leadership Curriculum.

Stephens, T. & Newton, H. L. (March, 2022). Child Welfare-Affected Parents of Color and Family Courts. Workshop presented at the National Association of Public Defenders Annual

2022 Conference: Rise, Resist, Represent Conference. Virtual.

Stephens, T. (February, 2022). Panel Presenter. New York City – Administration for Children’s Services: Virtual Roundtable Discussion on Supporting Young Parents in Building Healthy Relationships.

Stephens, T. (November, 2021). Illinois IYI – Kids Count Conference. Workshop – Using a Whole Family Approach to Support Foster Youth Engaged in Community-Based Services.

Henderson, Z. Ortega-Williams, A., **Stephens, T.** and Walton, Q. (November, 2021). Community discussion at the Gathering of the African American and African Diaspora Track at the Council on Social Work Education APM. “A Conversation About Healing in African-American Research and Scholarship”.

Stephens, T. (September, 2021). Workshop presentation at the Wisconsin Child Welfare and the Courts 2021 Conference: A New Way Forward.

Stephens, T., Elizabeth Brico and Alexandra Travis (August, 2021). Panelist. Legal Services of New Jersey Justice Series – Supporting and Preserving Families Webinar Series.

Stephens, T. (March, 2021 – rescheduled to June, 2021). Moderator: Community Approaches to Child Well-Being and Strengthening Bonds. The Strengthened Bonds: Abolishing the Child Welfare System and Re-envisioning Child Well-Being. Columbia Law School.

Stephens, T. (March, 2021). Moderator: Community Approaches to Child Well-Being and Strengthening Bonds. The Strengthened Bonds: Abolishing the Child Welfare System and Re-envisioning Child Well-Being. Columbia Law School.

Stephens, T. (March, 2021). “Introduction to the Trauma-Informed Approach: A Primer for Parent Advocates”. Trainer for the RISE and Shine CORE Parent Leadership Curriculum.

Stephens, T. (February, 2021). “Parents Helping Parents: Identifying and Using Centers of Power”. Trainer for the RISE and Shine Parent Training Curriculum.

Stephens, T. (October, 2020). Invited presenter. Kempe Center for the Prevention and Treatment of Child Maltreatment. Mobilizing child, family, and community partnerships and leadership.

Stephens, T. (June, 2020). Panelist Bronx Family Court Early Engagement Group: Family Reunification Month Event.

Stephens, T. (May, 2020). Invited Keynote Speaker for the Second Annual Interdisciplinary Parent Representation Conference in Denver Colorado. Converted to panel discussion hosted via Zoom on May 21, 2020.

Stephens, T. (March, 2020). “Using Trauma-Informed Language with Family Court-Involved Child Welfare Affected Parents”. Invited Speaker at the Brooklyn Family Court – NYC Family

Court Improvement Project, Brooklyn, NY. Session postponed due to CoVID-19 pandemic. Submitted report instead.

Stephens, T. (February, 2020). “Parents Helping Parents: Identifying and Using Centers of Power”. Trainer for the RISE Parent Training Curriculum.

Stephens, T. (January, 2020). Implications of Historical Trauma Theory and Healing to Contemporary Social Service Provision. Presentation to Belle and George Strell Executive Fellows, Silberman School of Social Work. New York, NY.

Stephens, T. (January, 2020) The DSM-5, History, Use and Critical Considerations. Training conducted for the Silberman School of Social Work OYR Mental Health Scholarship Cohort. Silberman School of Social Work. New York, NY.

Stephens, T. (November, 2019). “Trauma and Court-Involved Child Welfare Affected Parents”. Invited Speaker at the Brooklyn Defender Services, Bronx, NY.

Stephens, T. (October, 2019). “Trauma and Court-Involved Child Welfare Affected Parents”. Invited Speaker at the Bronx Defender Services, Bronx, NY.

Stephens, T. (September, 2019). “Trauma and Court-Involved Child Welfare Affected Parents”. Invited Speaker to the New York City Family Court Judges Monthly Meeting – NYC Family Court Improvement Project.

Stephens, T. (June, 2019). “Trauma and Court-Involved Child Welfare Affected Parents”. Panel discussant at the Bronx Family Court Family Reunification Month Presentation. Bronx, NY.

Stephens, T. (June, 2019). Race and the Trope of the Undeserving Poor. Panel discussant at the Racial Disparities in Social Services Summit. Open Society Foundation: New York, NY.

Stephens, T. (March, 2019). Implications of Historical Trauma Theory to Contemporary Social Service Provision. Presentation to Belle and George Strell Executive Fellows, Silberman School of Social Work. New York, NY.

Stephens, T. (January, 2019). Facilitating Learning Among Child Welfare Affected Parents: An Exchange of Experiences between Parents in Jamaica and Parent Advocates in NYC. Hosted by the Child Protection and Family Services Agency of Jamaica. Spanish Town, Jamaica.

Stephens, T. (2018, August). “Introducing the 4Rs2Ss” and Parents Meeting. The Child Protection & Family Services Agency of Jamaica – Field Services Outreach to Children and Families.

Stephens, T. (2018, June). “Strategies for Building Collaborative Relationships with Parents and Caregivers”. Keynote Speaker: The Child Protection & Family Services Agency of Jamaica – Field Services Conference “Getting Care Right for Our Children”.

Hernandez, J. & **Stephens, T.** (2017, April). “Understanding Complex Trauma and Incorporating Research in Child Welfare Proceedings”. The ABA Parent Representation Conference. Washington, D.C.

Stephens, T., Corr, C. & Morris, C. (2016, November). “ Health/Mental Health Disparities & Equity. Child trauma, abuse, neglect and mental health.” Roosevelt House Fall 2016 Faculty Seminar Series Equity and Justice in Education Policy

RESEARCH & TRAINING GRANTS

- PSC-CUNY TradB** 2023 -
Title: Organizational Strategies for Managing Mandated Reporting Calls: Working Supportively with Families Experiencing High Levels of Stress.
Role: Principal Investigator
Amount: \$5,917
- The New York City – Family Policy Practice** 2022 - present
Study: An Ecological Framework for Family Health in Child Welfare
Role: Principal Investigator
Amount: \$14,967
- The NYC Department of Health and Mental Health** 2022 - present
Study: Mental Health Scholarship Program
Role: Principal Investigator
Amount: \$1, 089, 836.00
- PSC –CUNY RESEARCH AWARDS Enhanced.** 2018-2019
Study: “The Family Court Experience of Child Welfare Involved Parents”
Role: Co-Investigator
Amount: \$12,000.00
- PSC –CUNY RESEARCH AWARDS TRADITIONAL A.** 2017-2018
Study: “Supporting Social Work Students of Color through the Integration of Historical Trauma and Critical Race Theories into Clinical Social Work Pedagogy”
Amount: \$3,500.00
Principal Investigator
- HUNTER COLLEGE- President’s Fund for Faculty Advancement** 2015 - 2016
Study: Understanding the Engagement and Traumatic Experiences of Child Welfare Affected Fathers
Amount: \$3,000
Principal Investigator
- NEW YORK UNIVERSITY – McSILVER INSTITUTE FOR POVERTY POLICY AND RESEARCH** 2015 - 2016
Study: Understanding the Engagement and Traumatic Experiences of Child Welfare Affected Fathers
Amount: \$1,120.00

Principal Investigator

NATIONAL INSTITUTE OF MENTAL HEALTH

2013 - 2014

Funded Research Staff on Study “Improving Child Behavior Using Task Shifting to Implement MFG in Child Welfare”. NIMH Funding # 1R21MH102544-01.

Research Assistant

RESEARCH

Principal Investigator – Co-investigator NYC-FPP

“Understanding How Organizations Develop a Culture of Primary Support for Families”

- Qualitative study of the policies and practices organizations utilize to develop and sustain a culture of support when working with families living with high levels of stress.

“Building a Conceptual Framework for Family Wellbeing in Child Welfare”

- Review of existing literature to assess for the presence of family wellbeing concepts in child welfare

Co-Investigator

2018 – 2020

“The Family Court Experience of Child Welfare Involved Parents

- Qualitative study using the perspectives of parents, parent advocates, social workers and attorneys to explore the factors that promote better outcomes for parents who navigate the NYC family court system
- Study engaged grass-roots and community-based partners to inform the production of scholarly knowledge and a user-friendly instrument to be distributed to parents and parent serving organizations.

Principal Investigator

2017 – 2019

“Supporting Social Work Students of Color through the Integration of Historical Trauma and Critical Race Theories into Clinical Social Work Pedagogy”

- Survey method study assessing students’ perspectives on the inclusion of content on historical trauma theory and critical race theories to support the learning of all students with a focus on the perspectives of students of color.

Principal Investigator

2015 – 2018

“Understanding the Experiences of Multi-Systemically Involved Fathers Seeking Assistance at a Community-Based Abusive Partners Intervention Program”

- Qualitative study of the engagement and traumatic experiences of child welfare affected fathers.
- Community partner - the Children’s Aid Society. The study seeks to understand the extent to which the fathers in their Family Wellness Program are affected by lifetime exposure to trauma.
- Integrate the findings from this study into the knowledge base regarding the extent to which these fathers are coping with the effects of trauma exposure.
- Develop practice recommendations for the implications for family stability when working with fathers with trauma exposure.

**New York University, McSilver Institute for Poverty, Policy and Research
Pre-doctoral Fellow (Supervisor – Dr. Mary McKay)**

2011 - 2015

- Lead local investigator on a collaborative research project with the Child Welfare Organizing Project (CWOP) investigating the factors that facilitate family reunification post child welfare system involvement. Co-wrote approved grant proposal for the project. Recruited and trained collaborative research team including parent advocate to conduct focus groups and to do initial data analysis. Supported capacity building for the agency including tracking usage of community-based organization services and managing intensive Internal Review Board Approval by two institutions. Qualitative data analysis which included all members of the research team including parent advocate. Strong and ongoing collaboration with a grass-roots parent led community-based organization. Research internally funded by the McSilver Institute for Poverty, Policy and Research. (2012-July, 2015).
- Qualitative interviewing, coding, theme development, manuscript development and submission for a pilot study assessing the needs of families of children living with speech and language difficulties in Accra, Ghana.

HONORS & AWARDS

Urban Justice Committee – Social Justice Accelerator Program
New York City – Family Policy Project

CUNY Mellon Faculty Diversity Initiative - Fellow

COUNCIL ON SOCIAL WORK EDUCATION

Mental Health & Substance Abuse Clinical Fellowship Program (MHSACFP)
Substance Abuse and Mental Health Services Administration (T01 SM56573-01, -02, & -03)
Pre-Doctoral Fellow (2011 – 2014)

SPECIALIZED TRAININGS & CERTIFICATIONS

ICQRMI Annual Conference Pre Institute Training (May, 2023) – Mixed Methods Research Training

ICQRMI Training Series (September, 2021) – Interpretive Phenomenological Analysis Training

CUNY Central Office of Academic Affairs (July and August, 2021) – Open Pedagogy Teaching and Learning Empowered

ISTSS – 2019 PMI Trainings on Complex Trauma

RWJF - Consortium on Race, Gender and Ethnicity (CRGE) - Intersectional Summer Qualitative Research Methods Institute for Early Career Scholars

University of North Carolina – Chapel Hill. ResearchTalk: Integrating Quantitative and Qualitative Methods

People’s Institute for Survival and Beyond: Undoing Racism Workshop Series

CUNY Graduate Center – Public Science Project – CB-PAR Summer Institute

ICHAD – The Effects of Trauma on People of the African Diaspora
National Institute for the Psychotherapies - Understanding and Treating Trauma from the
Perspective of Attachment Theory and Research.
New York University, Advanced Clinical Case Seminar, Advanced Certificate in Clinical Practice

Licensed Clinical Social Worker
New York State License No: R074923
Date First Licensed: 11/02. Expiration: 11/26

TEACHING EXPERIENCE

HUNTER COLLEGE, SILBERMAN SCHOOL OF SOCIAL WORK **New York, NY**

Clinical Practice with Individuals, Families and Groups I Fall 2017, 2018, 2023
Clinical Practice with Individuals, Families and Groups II Spring 2018, 2021, Fall 2022
Clinical Practice with Individuals, Families and Groups IV – Trauma Spring, 2016, 2017, 2018,
2019, 2020, 2021
Social Work Practice Lab I & II Spring 2013 & 2014, Fall 2013
Human Behavior III Fall 2012, 2013, 2016, 2017, 19 & 20 Summer 2013

Guest Lecturer

Practice Lab II May, 2015
Human Behavior III Fall, 2017
Clinical Practice with Individuals, Families and Groups III Spring, 2019

NEW YORK UNIVERSITY SILVER SCHOOL OF SOCIAL WORK **New York, NY**

Teaching Assistant Fall, 2012

Human Behavior III

Adjunct Lecturer

Human Behavior III Summer, 2013

Instructor

Ghana: Human Rights and Social Justice Summer. 2014
Accra, Ghana

PROFESSIONAL EXPERIENCE

Tricia Stephens, LCSW-R, PLLC New York, NY
Direct clinical social work mental health private practice 2004 – present

GRAHAM WINDHAM
Director, Manhattan Mental Health Center & School Based Program.

New York, NY
05/2008-12/2009

MOUNT SINAI MEDICAL CENTER
Clinical Social Worker, World Trade Center Mental Health Intervention Program.
Social Work Supervisor, Methadone Maintenance Program.

New York, NY
09/2004-05/2008
09/2002-09/2004

GOODWILL INDUSTRIES – CITIVIEW CONNECTIONS
Employment Specialist and Housing Coordinator

Queens, NY
06/1998-01/2000

SERVICE TO ACADEMIC INSTITUTIONS

Doctoral Dissertation Committees

Committee Member for Ph.D. Candidate Ashleigh Washington

SSSW Service

Hunter Silberman School of Social Work Promotion and Tenure
Committee

2023

Hunter College Faculty Delegate Assembly Committee

2023

Chair – SSSW Grade Appeal Committee

Spring 2023

Faculty Search Committee

Fall, 2022 – Spring, 2023

Director – One Year Residency – DoHMH Scholarship Program

(2022 – present)

Co-Chair Human Behavior in the Social Environment Series

(2018 - 2020)

Curriculum Committee Member

(2018 – 2020)

Chairs Committee Member

(2018 - 2020)

BSW Committee – Chair BSW Educational Review Committee

(2019 - present)

Dean’s Council Committee Member

(2018-2019)

Social Justice Committee Member

(2017 – present)

Educational Review Committee Member

(2017-2018)

Faculty Development Committee

(2015-2018)

Liberation-Based Healing Conference (November, 2016) hosted at Hunter College – Silberman
School of Social Work.

Hunter Silberman School of Social Work Faculty Presented at Prospective Student Orientation

Hunter Silberman School of Social Work Fall 2015 Common Time Presentation titled: “In Their Own Words” - Stories of Adversity, Struggle and Survival. Birth Mothers of Color Affected by the Child Welfare System and their Accounts of Lifetime Exposure to Trauma

Hunter Silberman School of Social Work Spring, 2016 Common Time Presentation titled: “Shared Trauma: Implications for Clinical Practice”

SERVICE TO THE PROFESSION

Co-Chair – CSWE African-American and African Diaspora Track 2020 – 2023

CSWE – MFP Program – Reviewer 2020 - 2023

Journal Reviewer - Journal of Teaching in Social Work; Child and Youth Services Review; Social Work in Mental Health Journal; Journal of Family Social Work

PROFESSIONAL & CIVIC ACTIVITIES

Co-chair of the New York City Narrowing the Front Door Working Group. Creating an Anti-Racist Approach to Shrinking New York City’s Family Regulation/Family Policing System and Promoting Black Child, Family, and Community Wellbeing (2021). Creator of Faith’s Story presented during the second of the four part series of the NtFD convening. See minute twelve through 23. <https://www.youtube.com/watch?v=1sEgtPiMcyo>

Steering committee member for Brooklyn Defenders’ Services Know Your Rights campaign .

Serving in an Advisory Capacity to RISE Magazine. Participant in strategic planning sessions and additional advisory capacity to RISE’s Director.

The Child Protection and Family Services Agency of Jamaica – serving in an advisory capacity to senior management. Assessment of existing systems and consultation on improving the outreach to and inclusion of parents in existing child welfare services.

Child Welfare Organizing Project (CWOP) – research advisor to the organization’s board.

Children’s Aid Society – provided consultative expertise in the development of a trauma measurement for fathers who have been affected by the Child Welfare System. (2015-2016).

Interviewed by RISE Magazine (magazine which publishes the self-written accounts of mothers who have been affected by the Child Welfare System), to share the implications of peer support on mothers’ ability to successfully navigate the Child Welfare System. (Fall, 2015). Published December 10, 2015 <http://www.risemagazine.org/2015/12/someone-to-turn-to/>

Co-wrote funded grant for community-based family advocacy group. Funds were requested and approved to pilot research on the potential contributions parents can make in increasing engagement of families recently reunified from child welfare involvement. Study to investigate the material and mental health needs of these families and ways in which the community-based organization can better meet these needs.

Partnered with the Child Welfare Organizing Project (CWOP) to provide knowledge about the effects of trauma exposure in early years (childhood to teen years) on psychosocial functioning

including parenting. Ran parent workshops the summer of 2013 and recruited colleagues to provide the same training to CWOP staff.

Focus on research and practice capacity building for CWOP. This includes constructing a short outreach survey, which allowed CWOP to reconnect with parents who had used their services in the past and advise them of current offerings at the organization. Actively participated in this effort including making calls to re-engage mothers at various levels of their experience with the Child Welfare system.

Actively working with organization and other parent advocates (PAs) to involve PAs in all aspects of research including the creation and dissemination of knowledge.

PROFESSIONAL AFFILIATIONS

International Congress on Qualitative Methods of Inquiry
International Society for Traumatic Stress Studies
Council on Social Work Education
Society for Social Work Research
National Association of Social Workers
New York State Certified Social Worker
New York State Licensed Clinical Social Worker

PRESS

Interviewed for the Chronicle of Social Change: New York City Confronts Massive Overrepresentation of Black Children in Foster Care. Available at <https://chronicleofsocialchange.org/featured/new-york-city-de-blasio-black-foster-care/33992>

Testimony to New York City – City Council covered in the Chronicles of Change:

<https://imprintnews.org/foster-care/too-many-black-families-get-caught-in-child-welfares-front-door-advocates-and-system-leaders-in-new-york-agree/48843>