



Equity, Diversity, Inclusion and Belonging (EDIB) Peer Community

Membership Directory

Updated July 2024





Michael A. Becketts, Ph.D.
Director
Fairfax County
Department of
Family Services
Virginia

Michael A. Becketts, Ph.D., MSW, MS, MEd, serves as director of the Department of Family Services for Fairfax County, VA. In his current role, he provides executive leadership over several areas of work including Adult & Aging Services, Children, Youth, & Family Services, Domestic & Sexual Violence Services, and Public Benefits & Employment Services.

During his career that spans more than 20 years, Michael has worked in settings that provide supportive services in the areas of child welfare, aging, health, mental health, juvenile justice, academic medicine, and education, with a career focus on supporting the health, safety, and wellbeing of people facing vulnerabilities.

Michael works to center the unique needs of families, children, and adults facing vulnerability who seek or require services from a public human services agency. To do so, he leads with an acknowledgement of the institutions established to help people during times of need and distress are the same systems that are founded upon structural inequality. Michael has worked in partnership with communities being served and other community partners/stakeholders to shift the narrative of how large urban social services systems engage and serve families by authentically engaging community residents; joining efforts in the community to build and rebuild trust; encouraging and seeking the voice and ideas of those being served and integrating them into the how services are offered.

Michael has a Bachelor's degree in Social Work from McDaniel College and a Master's degree in Social Work from the University of Maryland, Baltimore. He holds a Master's degree in Health Administration from the University of Baltimore as well as a Master's degree in Education from Widener University and his Ph.D. from Widener University.

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Jessica Burdick
Equity Program Manager
Office of Equity and
Engagement
Allegheny County Department
of Human Services
Pennsylvania

Jessica Burdick (she/her) is a compassionate, innovative individual excited to work with APHSA as an EDIB member. Jess recently started a position as an Equity Program Manager within the Office of Equity and Engagement at Allegheny County Department of Human Services. Jess comes to DHS with a wealth of knowledge and experience in the non-profit sector and extensive background in social work. She finds great benefit in driving discussions and creating educational experiences around the various intersections of human identity. Jess is originally from Wisconsin. In her early 20's she moved to Birmingham, AL to pursue a degree in social work. There, Jess attended Miles College and received her bachelor's degree in social work, graduating with honors and receiving the Seth O'Korley Award for Social Work Excellence. After receiving encouragement from one of her professors, Jess was inspired to continue her education and applied for a scholarship to pursue her graduate studies at the University of Pittsburgh School of Social Work. Subsequently, Jess was accepted into the program and received her master's degree in social work from University of Pittsburgh. During her time at Pitt, she focused her studies on race, gender, and sexuality. During her career, Jess has focused her work on advocacy and uplifting Black and Brown communities. Jess has led programs, community engagement, and trainings focused on implementing and carrying out anti-oppressive practices through an equitable lens.

Furthermore, Jess is an avid podcast listener- her favorite being Small Doses, hosted by Amanda Seales. In her downtime, Jess enjoys time in nature, traveling, and spending time with her loved one's. She is a proud member of Delta Sigma Theta Sorority Inc. and recently celebrated her 10 year anniversary as a member. Jess is a lover of the arts frequenting galleries, museums, and exhibitions for local artists. Jess considers herself to be very empathetic and takes pride in her ability to meet people where they are and hold space for them. Jess thrives in community driven settings and looks forward to contributing to APHSA as an EDIB member.

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Michelle Davis

Director of Justice, Equity,
Diversity & Inclusion

Kempe Center

University of Colorado-
Anschutz

Michelle Davis, MS, LPC, PCC, is an Assistant Professor and the Director of Equity, Diversity, Inclusion, and Justice (JEDI) at the Kempe Center, University of Colorado–Anschutz. Michelle has been working to advance social equity and justice for children and families in child-and-family-serving systems for more than twenty-seven years. Michelle believes that we are the answer to the social ills that plague our society.

She aspires to reach the essence of our humanity as an organization and relationship systems coach, as a leadership coach, and in her current role as Director of Justice, Equity, Diversity & Inclusion (JEDI), utilizing a comprehensive approach. One highlight of Michelle’s long-standing career is her design of a coaching program that elevates our ability to have conversations that bridge our divisions and generate personal and organizational belonging; Race Intelligence (RQ™) seeks to facilitate discovery, healing, transformation, and action for individuals, teams, and organizations in creating more equitable systems of care and practice.

As a Dare to Lead facilitator, Michelle works with teams to unleash daring leadership over armored leadership, support leaders in harnessing the Four Skill Sets of Courage™ in themselves and others, and to cultivate high-performing, cohesive teams. Michelle is a licensed professional counselor, certified systems coach, professionally certified coach, and certified Dare to Lead facilitator. She received her master’s in counseling at the University of Nebraska at Omaha. Michelle enjoys spending time with her family, playing games, and traveling near and far to marvel at the wonders in this world.

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Devon Gilchrist

Supervisor

African American Well-Being Unit

Minnesota Department of Human Services

Devon Gilcrest has over 18 years of child welfare experience at a variety of nonprofit and city, county, and state public organizations. In more recent years he has worked as a child protection social worker and a child crisis social worker in Hennepin County, Minnesota's most populated county.

Over the last six years he has worked in the Minnesota Department of Human Services (DHS) in various roles including Quality Assurance Consultant, State Foster Care Policy Specialist, and his current position as the supervisor of the African American Child Well-Being Unit, which specifically focuses on promoting and supporting equitable practice and policy to eliminate disparity and disproportionality in child welfare. In addition to his full-time position, he also participates in various diversity and equity related workgroups and team at DHS.

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Caronina Grimble

Director

Office of Strategy, Equity,
and Transformation

Illinois Department of
Human Services

Caronina's department manages the department-wide mandated reporting, the strategic planning process, as well as the work to advance equity and racial justice. In this role, Caronina has spearheaded the creation and implementation of IDHS' first equity and racial justice plan, including shepherding a racial equity training program for 13,000 of her IDHS peers.

Caronina is bringing an equity lens to the work of IDHS, with the goal of embedding and normalizing equity across IDHS programs and among IDHS staff.

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Dr. Jessica Jones

Director of Diversity,
Equity, Inclusion and
Belonging

Louisiana Department of
Children & Family
Services

Jessica J. Jones, Ph.D. is the Director of Diversity, Equity, and Inclusion where she is responsible for providing vision, support, and leadership to promote and sustain equity, achieve diversity, and ensure an inclusive environment for individuals in the agency as well as within the communities served. Dr. Jones has over 10 years of experience in higher education with emphasis on teaching and learning strategies, leadership development, strategic planning, increasing access and equity, and multicultural education.

She also served as a member of the Chancellor's Cabinet and chaired the Diversity, Equity, and Inclusion Committee, which functioned as an advisory council to the chancellor. She began her career in higher education as a Senior Instructor of English at University of Louisiana at Lafayette, where she obtained national Quality Matters® certification in online teaching and online course design. Dr. Jones is a graduate of the American Association of Blacks in Higher Education's Leadership and Mentoring Institute and the American Association of University Women's Social Change Ambassadors Institute. She obtained additional certifications as a Title IX Coordinator from the National Association of College and University Attorneys, LSU's LGBTQ+ Safe Space Train the Trainer, as well as the University of South Florida's Diversity, Equity, and Inclusion in the Workplace program. Dr. Jones recently received the Certified Diversity Executive® certification from the Institute for Diversity Certification. She currently serves as a board member for CASA St. Landry-Evangeline. Dr. Jones received her bachelor's in English from Louisiana State University, her master's in English from the University of Tennessee, and her Ph.D. in higher education administration from the University of Phoenix.

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Dion Jordan

Director

Office of Equity and
Multicultural Services

Oregon Department of
Human Services

In his role Dion helps lead the Oregon Department of Human Services to become more equitable, accessible, and racially just. Prior to serving as Director of OEMS, Dion was the Equity and Inclusion Manager of Multnomah County's Human Resources Department.

With over 15 years of experience in this field, Dion has helped to bring a sense of trust, safety and belonging to all while embedding equity and inclusion within organizations people, places, policies, and practices.

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Education Subcommittee Co-Lead



Edwin Lebron

Training-of-Trainers (TOT) /
Virtual Learning Specialist
Ohio's University
Consortium for Child and
Adult Services (OUCCAS)

Edwin is the Training-of-Trainers (TOT)/Virtual Learning Specialist for Ohio's University Consortium for Child and Adult Services (OUCCAS). OUCCAS is the state training coordinator for the Ohio Child Welfare Training Program (OCWTP) and the Ohio Human Services Training System (OHSTS). He is responsible for assisting with trainer development as well as in-person and virtual training delivery. Edwin began working at the North Central Ohio Regional Training Center and Cuyahoga County Division of Children and Family Services (CCDCFS) in September 2000 and was promoted to HHS Training Specialist Supervisor in November 2016.

During his time with Cuyahoga County, he managed foster and kinship caregiver training, coordinated new worker orientation and onboarding training programs for CCDCFS and Cuyahoga County's Office of Child Support Services (CCOCCS), trained foster/adoptive caregivers and child protective services staff at all organizational levels within Ohio and across the country, and worked on many county and statewide initiatives. Edwin has extensive professional development and training experience. He holds a Master of Business Administration degree from Bowling Green State University with a specialization in Organizational Development and holds a Bachelor of Science degree in Human Resource Management from Miami University (OH).

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Echohawk Lefthand

Administrator

Office of Health Disparity
and Health Equity (OHDHE)

Nebraska Department of
Health and Human
Services

Echohawk Lefthand is an enrolled member of the Dine' (Navajo) Nation and has been a Public Health champion for over 10 years. His knowledge of public health is intertwined with his understandings of Indigenous ways of being. He currently serves as an administrator for the Office of Health Disparity and Health Equity (OHDHE) in the Nebraska Department of Health and Human Services.

Previously Echohawk served respectively as the director, manager, and specialist of the Title VI Indian education program with Omaha Public Schools, Veteran Affairs, and Indian Health Service. From his lived and work experience, his passion is to promote health and elevate quality of life for all under-represented minorities.

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Shaneen Moore

Deputy Assistant Commissioner
& Director of the Child Support
Division

Children and Family Services
Minnesota Department of
Human Services

Shaneen Moore is a Deputy Assistant Commissioner and Director of the Child Support Division within the Children and Family Services (CFS) administration of the Minnesota Department of Human Services. Shaneen promoted to director in March 2018 and to the role of Deputy Assistant Commissioner in May 2021. Her career interest in the area of children and family services began many years ago, as she has always been interested in the needs of children and their families. The importance of diversity, equity, and inclusion is a critical element in moving the work of human service transformation, program service delivery, and public policy development forward in eliminating disparities so often found within marginalized communities. Shaneen is an equity champion in leading key initiatives and in moving the work forward ensuring it is a priority in Minnesota's human service program delivery system focusing on improving the lives of children and families.

Leadership is a very key element in providing strategic direction to all levels within an organization. As a committed leader to the public sector, in the fall of 2017, Shaneen began working on her PhD in Management and Public Service Leadership at Hamline University in St. Paul, MN. She is currently working on writing her dissertation which is entitled, "Minnesota's Path to Prosperity: A Single Case Study Examining the Evolution of Children's Programs and the Birth of the Department of Children, Youth, and Families (DCYF) – Implications for the Well-being of Minnesota Families". The anticipated date of completion for her doctoral studies is May 2024. She has earned a Master in Business Administration degree from Western Illinois University, Macomb, IL, and a Bachelor of Business in Business Administration also from Western Illinois University.

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Nichole Ossa

Proactive Equity, Antiracism,
Access Planning and
Belonging Officer

Washington State
Department of Social and
Health Services

Education Subcommittee Co-Lead



Nichole Ossa has held a variety of roles in Human Service including working in direct service and administrative roles related to vocational rehabilitation, mental health, long-term care, disability supports, poverty reduction, and workforce development. Since 2018 Nichole has dedicated her time specifically to DEIB in public service. She currently serves as the Chief of Proactive Equity, Access Planning, and Belonging for the Washington State Department of Social and Health Services.

Nichole holds an undergraduate degree focused on Latin American studies and human rights, a master's degree in counseling psychology, and is currently completing a Ph.D. in social justice and transformational leadership studies. Nichole credits the opportunity she had as a young person to participate in a campaign to ratify the United Nations Convention on the Rights of the Child (UNCRC) as her first awakening moment with DEIB. Today, she is living her childhood dream of participating in creating a more equitable world, something that would not be possible without the work of those that came before her, those that join her today, and those are ready and step in to continue this work.

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Dr. Latrice Rollins

Assistant Professor
Morehouse School of Medicine
Prevention Research Center
Community Health and
Preventive Medicine
Georgia

Latrice Rollins is an Assistant Professor at Morehouse School of Medicine in the Department of Community Health and Preventive Medicine and Prevention Research Center. She is also the director of the National African American Child and Family Research Center. Dr. Rollins is a Robert Wood Johnson Foundation Culture of Health Leader, whose work is focused on father engagement and father-inclusive practices in health and human services. She is the principal investigator for several community-based participatory research studies focused on father engagement in maternal and child health and violence prevention. She leads Fathers Matter A-T-L, a community initiative to promote and support father engagement with leaders from diverse sectors.

She has also published peer-reviewed research articles, publicly available reports and briefs and is the editor of the book, *Engaging and Working with African American Fathers: Strategies and Lessons Learned*. Dr. Rollins was an award-winning program analyst for the U.S. Department of Health & Human Services Office of Inspector General, evaluating national programs that impacted the most underserved populations. Dr. Rollins also worked for Georgia's Office of Child Support Services and the Georgia Fatherhood Program. She received her bachelor's degree in sociology from Spelman College and her master's and doctorate in social work from the University of Georgia.

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EDIB Peer Community Co-Chair



Terrance Stroud
Deputy Commissioner
New York City
Department of Social
Services

Terrance Blackman Stroud serves as the Deputy Commissioner at the Department of Social Services (DSS) overseeing the Office of Training & Workforce Development. In his capacity as the Chief Learning Officer, he leads the development and implementation of the agency's learning strategy. DSS is the largest municipal social services agency in the nation and has an operating budget of \$9.7 billion and over 18,000 employees.

Terrance is a published author who has been honored by elected officials on a City, State and Federal level for his work in government and his contributions to the community. His distinctions also include being named a Brooklyn Tech Distinguished Younger Alumnus, a Home Reporter News "Star of Brooklyn", a City and State "Top 40 Under 40" and a Black Enterprise Modern Man of Distinction.

Stroud graduated and served on the alumni and advisory boards of Brooklyn Technical High School, Brooklyn College and Indiana Maurer School of Law. He is also an executive education alum of Yale School of Management's Foundations of Management Excellence Certificate Program.

Terrance was appointed to the New York State Staff Development Advisory Committee. He was elected to the National Staff Development Training Association's Executive Advisory Council and is co-chair of the American Public Human Services Association's Equity Diversity and Inclusion Peer Community.

Stroud is an Adjunct Professor of Law overseeing Indiana University Maurer School of Law's New York Externship Program and is the first black recipient of the Adjunct Faculty Teaching Award. Terrance is the inaugural Global Affairs Fellow at the Indiana University Hamilton Lugar School of Global and International Studies as well as instructs the Global Leaders & Professionals Program.

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Genet Stewart

Director of Strategic
Initiatives

The Children's Board of
Hillsborough County,
Florida

Genet Stewart has dedicated her career to public service, serving Florida's most vulnerable and advocating for policies which support Black and Brown families. Genet spent twenty-two years in the child welfare system and most recently chaired the Racial Equity in Child Welfare and the Hillsborough County Child Welfare/Domestic Violence Workgroups. In August 2021, Genet joined The Children's Board of Hillsborough County as Director of Strategic Initiatives. In this role, she is leading the ONEhillsborough initiative, which is community-driven and structured around the Social Determinants of Health. It is designed to implement tailored, holistic and meaningful solutions to address long-term systemic issues and disparities that predominantly Black and Brown communities face within Hillsborough County.

Genet serves on the Public Policy Committee with the National Coalition of 100 Black Women Tampa Bay Chapter and chairs the Racial Equity & Justice Subcommittee with Athena Society. Genet serves on the Sustainer Board of the Junior League of Tampa as the Community Services Liaison. She is a member of the Hillsborough County State Attorney Office Community Council and Hillsborough County Health Care Advisory Board.

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Agency Culture Subcommittee Co-Lead



Brandi Turner

Diversity, Equity, and
Inclusion (DEI) Officer
Organizational Health and
Development
Kansas Department
for Children and Families

Brandi Turner is the Diversity, Equity and Inclusion (DEI) Officer for the Kansas Department for Children and Families (DCF). A 10-year state of Kansas employee veteran, Brandi has developed her identity and purpose as a servant leader. Brandi studied Spanish as an undergraduate at Washburn University in Topeka, KS, and received her master's in healthcare leadership at Friends University in Wichita. Brandi believes in the philosophy that DEI and Leadership are one and the same, and Leadership is not just a role, it is a mindset that can be cultivated.

Brandi is committed to many collaborations centered around cultivating a sense of belonging and connection in all spaces, including: core member of the Racial Equity Collaborative; core member of Kansas W.I.S.E. (Women In State Employment); chair of the DEI committee for DCF; co-chair of the Racial Impact Analysis Group for Shawnee County; member of the National Equity, Diversity, Inclusion, and Belonging Peer Community for the American Public Human Service Association (APHSA) and co-chair of the Agency Culture sub-committee; member of the Topeka, KS Equity Council.

In the three years Brandi has served as the DCF DEI Officer, she has established a highly engaged, progressive DEI Committee dedicated to building an intentional agency character around equity and inclusion. Together, Brandi and the committee launched the first ever Ally Support Network within DCF aiming to engage employees in the work of progressing equity. As trailblazers of this effort within the State of Kansas, Brandi and the committee plan to expand the Ally Support Network statewide as other state agencies adopt the mission of the network.

Brandi's belief in the power of leadership extends into her work in collaboration with Kathleen Harnish McKune, owner and creator of Everyone a Leader (EAL), TeamTech Inc ©. Brandi completed her own EAL course before continuing on to tailor the course, with the guidance and expertise of Kathleen, into a curriculum focused on building capacity in those seeking to enhance their leadership skills and capabilities. In this way, Brandi is working to build facilitative capacity and empower action, specifically with Black, brown, Indigenous and people of color (BIPOC).

As a servant leader and advocate for equity, Brandi's goal is to seek out and build upon human-to-human connections. Brandi believes that all people have value and purpose and by connecting with one another, we can collectively build a culture ripe with leadership, diversity, equity, inclusion and belonging.

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EDIB Peer Community Co-Chair

Donna L. Wilson, Ph.D., LPC, is a Policy Fellow at Chapin Hall, where she spearheads transformative initiatives focused on sustainable and equitable strategies within child welfare. Her work is dedicated to enhancing safety, permanency, and well-being for children and families. Wilson brings over three decades of experience in human services, evolving from direct service provider to providing executive leadership to several complex, high-performing projects and teams.

Wilson's career highlights include pioneering the Child Protection Treatment Team for Adams County Human Services and managing Casey Family Programs' National Breakthrough Series Collaborative on Safety and Risk Assessments. She has also served as the Race Equity Consultant for Cuyahoga County Department of Children Services and was the inaugural Principal Investigator for the Colorado Child Welfare Training System.

Previously, Wilson held roles such as Director of Operations and Community Engagement at WellPower, overseeing the day-to-day operations and community-based clinical programs, and Program Director for Children and Families at the National Conference of State Legislatures, overseeing the child welfare and early care and education teams.

Wilson is deeply committed to civic engagement, serving as faculty for the Leadership in Community Behavioral Health Fellowship at William James College, a member of United States Senator James Coleman's Healthcare Cabinet, and a Board Member for the WINGS Foundation, Inc.

Wilson holds a Bachelor of Science in Psychology from Tuskegee University, a Master of Arts in Counseling Psychology, and a Doctor of Philosophy in Education and Human Development with a concentration in Administration Leadership and Policy from the University of Colorado Denver. She is also a Licensed Professional Counselor in Colorado.

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**Donna L. Wilson, Ph.D.,
LPC**

Policy Fellow
Chapin Hall

APHSA Staff





Natalie Williams
Chief Equity Diversity
Inclusion and Belonging
Officer (EDIB)
APHSA

Natalie Williams serves as the Chief Equity, Diversity, Inclusion, and Belonging (EDIB) Officer at APHSA. Natalie believes that all people should have the opportunity to experience well-being and to thrive. She has committed her life to highlighting issues of racial injustice while working to find solutions that increase social and economic mobility for communities that have experienced long-term marginalization and oppression. She has over 20 years of experience in human services with a focus on systems change, community engagement, and data.

In her current role, Natalie leads APHSA's national efforts to support the development and implementation of a comprehensive and coordinated strategic plan that focuses on advancing EDIB in human services. Her focus is on reimagining systems to be more responsive and inclusive of the community. Natalie has led a national campaign for well-being and has served on several community-based organizations throughout her career. Natalie believes that by centering community and focusing on driving racial equity and justice, we will all experience a meaningful belonging. Natalie is passionate about resourcing the community through many sources of capital and is committed to the vision that the community is an expert in their own needs and desires. In addition, Natalie is a wife and mother and enjoys spending time with her family and building her community.

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Alexander Figueroa
Assistant Director,
Learning and
Development
APHSA

Alexander joined APHSA with 16 years of experience in organizational effectiveness, change management, needs assessment, training and staff development, curriculum design and development, learning management systems and project management. His leadership roles have provided him the opportunity to work with both county and state agencies in the field of child support where he operationally and fiscally was responsible for a training institute that providing comprehensive training, both synchronous and asynchronous, to all child support professionals in New Jersey. Alexander is dedicated to working with organizations to strengthen practice, staff performance and services that impacts populations and communities they serve.

Alexander is a graduate of Rutgers, The State University of New Jersey, with a Bachelor of Science in Criminal Justice, a Bachelor of Arts in Puerto Rican Hispanic Caribbean Studies, and a Master of Social Work degree. In addition to his work with APHSA, Alex previously served on the Executive Advisory Council for the National Staff Development and Training Association (NSDTA), an affinity group of APHSA.

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Adrian Geraldo Saldaña
Organizational
Effectiveness Consultant
APHSA

Adrian has over 20 years of experience in human services, seeking to help individuals, families and communities thrive. His roles have encompassed frontline service delivery, learning and development, training evaluation, and change management. Currently he works as an Organizational Effectiveness (OE) Consultant at the American Public Human Services Association, supporting training and technical assistance initiatives around systems change.

Prior to coming to APHSA, Adrian worked at New York City's Administration for Children's Services (ACS), supporting continuous quality improvement initiatives at the ACS Workforce Institute and strategic implementations in the Division of Family Permanency Services.

He has also supported transformational reform efforts at New York City nonprofit organizations such as the Harm Reduction Coalition, Safe Horizon and Henry Street Settlement. Adrian received his Master of Public Administration from the New York University Robert F. Wagner Graduate School of Public Service.

He currently lives in Los Angeles, California.

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