

Clarice Bailey, PhD

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Portland, Oregon 97209

clarice@drcbailey.com
443-676-7018

EDUCATION

Portland State University, Portland Oregon. Public Administration and Policy. PhD, Dissertation topic: *Intimate Partner Violence Among Teens*. 2000.

Temple University, Philadelphia PA. BA, Urban Studies, Minor: Pan-African Studies and English. 1981.

ORGANIZATION DEVELOPMENT AND CONSULTATION

C Bailey Associates. Portland OR. Equity Focused Organizational and Strategic Consulting: Public Sector. Owner. 2006 - present.

PassinArt: A Theatre Company. Portland Oregon. Managing Director, Director – Youth Theater Academy. 2023- present

Oregon Health Policy Board. State of Oregon. Organizational Consultant/Facilitation. 2022-present.

Outside In. Portland OR. Equity Focused Organizational/Leadership Consultant/Strategic Planning. 2022-2024.

Connecticut Department of Children and Families. Hartford CT. Equity Community of Practice. Facilitation. 2024.

North Sound Accountable Community of Health. Equity Community of Practice. Facilitation. Bellingham WA. 2024.

Project Access NOW. Portland OR. Equity Focused Organizational Development and Strategic Planning. 2023 - present.

Justice + Joy National Collaborative (*formerly known as National Crittenton*). Portland OR. Organizational Development and Strategic Planning. 2022 – 2024.

KairosPDX. Portland OR. Organizational Consultant/Leadership Coach. 2022 - 2024.

Oregon Health and Education Collaborative. Wilsonville OR. Organizational Consultant/Facilitation. 2023-2024

Sadie Nash Leadership Project. New York NY. Strategic Planning. 2023.

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Oregon Health Authority. State of Oregon. *Clinical Supports, Integration and Workforce.* Retreat Planning and Facilitation. 2023, 2024.

Health Share of Oregon. Portland OR. Organizational Consulting/Facilitation. 2023.

Oregon Primary Care Association. Portland OR. Organizational Consulting/Facilitation. 2023.

Elevate Health of Washington: Accountable Community of Health. Tacoma WA. Organizational Consultant/Equity/Strategic Planning. 2023.

Oregon Health Authority. State of Oregon. *DUII Modernization Committee.* Facilitation. 2022.

Oregon Health Authority. State of Oregon. Behavioral Health Workforce Community Leadership Council. Facilitation. 2022.

Oregon Health Authority. State of Oregon. *Behavioral Health Transformation.* Consultant/Facilitation. 2021 – 2022.

New England Association of Child Welfare Commissioners and Directors. Judge Baker Children's Center. Massachusetts. *Equity in Training.* Consultant/Facilitation. 2021.

EnGenderED: A research collaborative. Philadelphia PA. *Anti-Racism and Equity in Independent Girls' Schools.* Research Associate. 2020 – present.

Turning Points for Children. Philadelphia PA. *Leadership Development CUA 10 and 3.* Organizational Consultant /Instructional Design. 2020–2022

Child Welfare Education Partnership – Granite State College/University of New Hampshire. Concord NH. *From Cultural Competence to Equity.* Organizational Consultant/Facilitator/Instructional Design. 2020 – 2023.

Youth MOVE National. Decorah IA. *Youth Voices: Peer Support Training.* Organizational Consultant/Instructional Design. 2020.

Mental Health America: Los Angeles. Long Beach CA. *Social Justice.* Leadership Consultant/Facilitator. 2020.

Albert Einstein Healthcare Network. Philadelphia PA. *Gender Responsive Health Services.* Organizational Consultant/Instructional Design. 2019-2020.

PennSERVE: PA State Service Commission. Harrisburg PA. *Pennsylvania AmeriCorps Equity Assessment.* Organizational Consultant. 2020.

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Health Federation of Philadelphia: National Health Corps. Philadelphia PA. *National Equity Assessment*. Organizational Consultant. 2020.

Mariposa Food Co-op, Philadelphia PA, Organizational Consultant/Co-op Member/Owner. 2012-2014.

Administration of Children's Services: Division of Youth and Family Justice. New York NY. *Organizational Alignment*. Organizational Consultant/Trainer. 2011.

New York City Administration of Children's Services: Division of Youth and Family Justice. New York NY. *Positive Youth Environments-De-escalation Training*. Organizational Coach/Curriculum Development/Trainer. 2011.

The Attic LGBTQ Youth Center. Philadelphia PA. *Interwoven Transitions*. Organizational Coach/Trainer. 2010-2013.

St. Vincent's Services. New York NY. *Positive Youth Transitions*. Organizational Coach/Trainer. 2010.

Social Shift: A Movement in Human Service Delivery. Philadelphia PA. *Art of Hosting and Participatory Leadership Conference*. Convener and Facilitator. Social Justice for All. 2010.

Temple University Center for Social Policy and Community Development with Philadelphia's Department of Human Services, Philadelphia PA. *Individual Learning Needs Assessment:*

Competency Development for Philadelphia's Juvenile Justice and Child Welfare Staff. Researcher and Work Group Member. 2010.

Hunter School of Social Work in partnership with the Department of Health and Human Services and the President's Emergency Plan for AIDS Relief. New York, NY. *Developing Skills to Assist Vulnerable Children and their Households: Para Social Worker Training to Support Nigeria's Orphans and Vulnerable Children*. Curriculum Development. 2010.

Philadelphia Department of Human Services, Philadelphia PA., *Multi Agency Leadership Think Tank on Disproportionality in Child Welfare and Juvenile Justice*. Facilitator. 2010.

Temple University Center for Social Policy and Community Development, Philadelphia PA. *Connecting Effectively with Families: Gathering Information*. Curriculum Development and Trainer Development. 2010.

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Tennessee Department of Children's Services, Nashville TN. *Leadership for Excellence*. Curriculum Development. 2010.

Chattanooga Girls Leadership Academy, Chattanooga TN. *Conflict Resolution/Restorative Justice*. Organizational Consultant, Trainer. 2009-2010.

New Lens, Baltimore MD. *Transitions: Youth and Police Reconciliation*. Organizational Coach/Trainer. 2009-2010.

Tennessee Department of Children's Services, Nashville TN. *Open Space for System Improvement*. Researcher. 2009.

Hennepin County, Minneapolis MN. *Transitions and the 24/7 Program: Preventing Homelessness for Youth in Minneapolis*. Organizational Coach/Trainer. 2008-2010.

St. Vincent's Services, New York NY. *Families in Harmony: Foster Parents and Youth in Care Project*. Organizational Coach/Trainer. 2008-2010.

Philadelphia Department of Human Services, Children and Youth Division, Philadelphia PA. *Supervisory Development*. Curriculum Development, Trainer/Train the Trainer. 2009-2010.

Wabanaki Tribal Collective, *Truth and Reconciliation Commission*, Portland ME. Organizational Coach/Trainer. 2008-2009.

Foster Care Alumni Association, Colorado Springs CO. *Collecting the Stories of Youth in Care*. Organizational Coach/Trainer. 2008-2009.

Oasis - Tennessee Youth Advisory Council, Nashville TN. *Foster Youth Transitioning to Independence*. Organizational Coach/Trainer. 2007-2009.

Youth Business Initiative, Washington D.C. *Leadership and Transition*. Organizational Coach/Trainer. 2008-2009.

Working Films, Jackson MS. and New York NY. *Social Justice Film Conference Project: Police Brutality and, Violence Against Women*. Organizational Coach/Trainer. 2008- 2009.

New York City-Children's Services, New York NY. *On the Job Training-Manual and Training for Training Unit Supervisors*. Writer/Trainer. 2008-2009.

Harvard University, Kennedy School of Government, Ash Institute for Democratic Governance and Innovation, Innovations in American Government, Cambridge MA. *New York City, Department of Probations-Juvenile*, Evaluator. 2008.

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Camden School District, Camden NJ. *Whole School Transformation*. 2007-2008.

New York City Administration for Children's Services, New York NY. *Leadership Academy for Child Safety*. Instructional Design/Facilitator. 2007- 2008.

St. Vincent's Services, New York NY. *Professional Development for Management*. Curriculum Development/ Facilitator. 2008.

St. Vincent's Services, New York NY. *The Next Level Project: Foster Youth Transitioning to Independence*, Organizational Coach/Trainer. 2007-2008.

Friends of the Collaborative, Cincinnati OH. *Community Reconciliation: Inappropriate Use of Force by Law Enforcement*, Organizational Coach/Trainer. 2007.

Anniston Reconciling, Anniston AL. *A Catalyst for Healing, Community Reconciliation: Environmental Justice*. Organizational Coach/Trainer. 2007.

New Jersey Child Welfare Training Academy, Trenton NJ. Organization Development/Coach. 2006-2007.

Eubie Blake National Jazz Institute and Cultural Center, Board Development and Strategic Planning, Baltimore MD. 2006-2007.

FIERCE!/Urban Justice Center, New York NY. Community Reconciliation. Organization Development/Coach. 2006.

Annie E. Casey Foundation, Baltimore MD. *Learning and Staff Development- The Public Sector Training Academy*, Convener/Facilitator/Research. 2005-2006.

House of Ruth, Baltimore MD. *Team Development and Strategic Planning for Domestic Violence*. Curriculum Development/Facilitator. 2004-2005.

INSTRUCTIONAL DESIGN AND DELIVERY

Implicit Bias Training/Equity Community of Practice. WE Communications: Codeword. 2022-2023.

Beyond Diversity: Organizational Culture, Change, and Leadership (3 credits) Masters in Organization Development and Leadership, Haub School of Business. St. Joseph's University, Philadelphia PA. 2021 - present.

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From Cultural Competence to Equity. Child Welfare Education Partnership – Granite State College. Concord NH. 2020 – 2023.

Implicit Bias in Health Services. Family Medicine Residents - Suburban Community Hospital. East Norriton PA. 2020-2021.

CUA 3 Supervisor's Training Assessment. Turning Points for Children. Philadelphia PA. 2020 – 2022.

Youth Voices: Peer Support Training Youth MOVE National. Decorah IA. 2020 – 2022.

Youth and Young Adult Certified Peer Specialist (13.5 Hours), Mental Health Association of Southeastern Pennsylvania. Philadelphia PA. 2015 - 2018.

Certified Peer Specialist (75 hours), Mental Health Association of Southeastern Pennsylvania. Philadelphia PA. 2014 – 2018.

Certified Peer Specialist Supervisor (13.5 hours), Mental Health Association of Southeastern Pennsylvania. Philadelphia PA. 2015 – 2018.

Trauma Informed Service Delivery (13.5 hours), Mental Health Association of Southeastern Pennsylvania. Philadelphia PA. 2014 - 2018.

Forensics for the Certified Peer Specialist (13.5 hours), Mental Health Association of Southeastern Pennsylvania. Philadelphia PA. 2014 - 2019.

Restorative Justice in Education (3 credits), Masters in Educational Leadership, St. Joseph's University. Philadelphia PA. 2012.

Gender Responsiveness in Human Service Delivery, Pennsylvania Council of Children, Youth and Family Services – SE Region. Philadelphia PA. 2011-2012.

Intimate Partner Violence Among Teens, (training and webinar), Pennsylvania Council of Children, Youth and Family Services – SE Region. Philadelphia PA 2011-2012.

Organizational Culture, Change, and Leadership (3 credits) Masters in Organization Development and Leadership, St. Joseph's University. Philadelphia PA. 2010 - 2021.

Training Design and Implementation (3 credits), Masters in Organization Development and Leadership, St. Joseph's University. Philadelphia PA. 2010.

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Organizational/Team Development Workshops, House of Ruth: The Gateway Project (Batterers Intervention) Staff. Baltimore MD. 2003-2004.

Personality and Conflict Styles (training), Mediation and Conflict Resolution Center at Howard Community College. Columbia MD. 2004.

Race, Power and Conflict Resolution (training), Mediation and Conflict Resolution Center at Howard Community College. Columbia MD. 2003.

Power and Conflict (1-4 credits), Philosophy/Conflict Resolution Graduate Program, Portland State University. Portland OR. 1999-2002.

Peer Mediation (1-4 credits), Philosophy/Conflict Resolution Graduate Program, Portland State University. Portland OR. 1999-2002.

New Employee Orientation to Adult and Family Services, Adult and Family Services, State of Oregon. Salem OR. 1998-2000.

Conflict Resolution for Human Services Employees, Adult and Family Services, State of Oregon. Salem, OR. 1998-2000.

Tools for Dealing with Violence (1-3 credits), Department of Continuing Education, Portland State University. Portland OR. 1994-2001.

A Dialogue Between Schools: Peer Mediation Training, Lincoln and Jefferson High Schools. Portland OR. 2001.

Youth Gang Crime (AJ 410: 3 credits), Administration of Justice, Portland State University. Portland OR. Summer 1993.

Urban Warfare (AJ 410: 3 credits), Administration of Justice, Portland State University. Portland OR. Summer 1993.

Crime Literacy (AJ 410: 3 credits), Administration of Justice, Portland State University. Portland OR. Spring 1993.

Theories of Justice (AJ 410: 3 credits), Administration of Justice, Portland State University. Portland OR. Winter 1993.

Critical Thinking (AJ 410: 3 credits), Administration of Justice, Portland State University. Portland OR. Winter 1993.

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Critical Thinking (1 credit), Oregon Health Sciences University. Portland OR. 1991-1993.

The Evolution of the Slave in the United States: African American History (SocSc 255: 3 credits), Pacific University. Forest Grove OR. 1982.

College Survival Skills (1-3 credits), Pacific University. Forest Grove OR. 1980-1981.

TRAINING AND PRESENTATIONS

The Imaginarium: Beyond Diversity. North Sound Accountable Community of Health. Partner Convening. Bellingham WA. 2023

Human Services Learning: Dreaming of Reformation, Transformation, Abolition, Liberation. American Public Human Services Association. Keynote speaker. 2023.

Implicit Bias: The Science and the Practice. Day of Dialogue. Saint Joseph's University. Philadelphia PA. 2020.

The History of Africans in America. Stewart Weitzman School of Design. University of Pennsylvania. Philadelphia. PA. 2020.

WRITING AND PUBLICATION

Para Social Worker Training, curriculum, A Social Work Twining Partnership for Orphans and Vulnerable Children in Nigeria With Support from The President's Emergency Plans for Aids

Relief Through the U.S. Department of Health and Human Services, Health Resources and Services Administration. 2010.

Leadership for Excellence, curriculum, Tennessee Department of Children and Families. 2010.

Supervisory for Excellence, curriculum, Philadelphia Department of Human Services, Child and Youth Development Division. 2009.

OJT Guide for Training Unit Supervisors, manual, New York City Children's Services, Child Protection Division. 2008-2009.

Leadership Academy for Mid-Level Managers, curriculum, New York City Children's Services, Child Protection Division. 2006-2008.

"Justice Reconsidered". *The Western Criminologist*. Fall 1992.

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“Ethnic Youth in the Juvenile Justice System: Recommendations for Culturally Competent Services”. Technical manual and working paper co-authored as member of Advisory committee to Oregon Task Force on Ethnic Youth Representation in the Juvenile Justice System. 1991.

“Blueprint on Gangs”. Technical manual and working paper co-authored as member of Multnomah County’s Juvenile Justice Division Committee on Gangs and Children of Color. 1989.

EMPLOYMENT

St. Joseph’s University, Philadelphia PA, Masters in Organization Development and Leadership. *Affiliate Faculty*. 2010 - present.

St. Joseph’s University, Philadelphia PA, Interdisciplinary Doctor of Education Program for Educational Leaders. *Affiliate Faculty*. 2022 - present.

Mental Health Partnerships, Philadelphia PA, *Vice President*, Strategy, Education and Advocacy. 2017 – 2019.

Mental Health Association of Southeastern Pennsylvania, Philadelphia PA, *Division Director*, Institute for Recovery and Community Integration. 2015–2017.

Mental Health Association of Southeastern Pennsylvania. Philadelphia PA, *Training Manager*. 2014 - 2015.

Mariposa Food Co-op, Philadelphia PA, *Personnel Coordinator*. 2013-2014.

Girls Justice League, Philadelphia PA, *Co-Founder/Board Member*. 2011-2017

Annie E. Casey Foundation, Baltimore MD, *Senior Associate*, Casey Strategic Consulting Group. 2002-2006.

State of Oregon, Salem OR, Department of Human Services, *Deputy Assistant Director*, Continuous System Improvement. 2001-2002.

State of Oregon, Salem OR, Department of Human Services, *Manager*, Director’s Executive Cabinet. 2000-2001.

State of Oregon, Salem OR, Department of Human Services, *Trainer/Coach*, Adult and Family Services. 1997-2000.

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Oregon Coalition Against Sexual and Domestic Violence, Portland OR, *Executive Director*. 1996-1997.

Portland State University, Portland OR, *Adjunct Faculty*, Conflict Resolution Graduate Program. 1997-2002.

Portland State University, Portland OR, *Coordinator*, Violence Study Team, Endangered Urban Child and Youth Project, US Department of Education Grant. 1993-1996.

Portland State University, Portland OR, *Visiting Faculty*, Administration of Justice Department. 1992-1993.

Oregon Health Sciences University, Portland OR, *Assistant Director*, Multicultural Student Affairs. 1991-1993.

Oregon Health Sciences University, Portland OR, *Coordinator*, Academic Assistance Center, *Multicultural Student Affairs*. 1987-1991.

Black Educational Center, Portland OR, *Teacher*. 1986-1987.

First Immanuel Pre-School, Portland OR, *Teacher*. 1984-1986.

Oregon Health Sciences University, Portland OR, *Special Assistant for Support Services*, Department of Minority Student Affairs. 1982-1984.

Pacific University, Forest Grove OR, *Program Associate*, Health Careers Opportunity Program, Human Resources and Services Administration Grant. 1980-1982

Big Bend Community College, Moses Lake WA, *Program Assistant*, TRIO Program, US Department of Education Grant. 1979-1980.

US Coast Guard School, Simeri Crichi IT, *K-8 Teacher*. 1978-1979.

Temple University, Philadelphia PA, *Undergraduate Assistant*, College of Liberal Arts, Honors Program. 1974-1977.

SERVICE TO COMMUNITY

Board Member, *Girls Justice League*, PA. 2015-2017

Board Chair/Facilitator, *Mother Dot's Community Market*, Organizing Committee, PA. 2007-2010.

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Vice-Chair, Board of Directors, *Eubie Blake Cultural Arts Center*, MD. 2006 - 2007.

Member, *American Society of Training and Development*. 2001 – 2007.

Executive Counselor, *Western Society of Criminology*, Board of Directors. 2001-2004.

Co-Chair, Annual Conference, *Western Society of Criminology*. 2000.

Member, *Governor's Advisory Committee on Drug and Violent Crime*, OR. 1996-1997.

Member, State Office of Services to Children and Families *Domestic Violence Advisory Committee*, OR. 1996-1997.

Co-Chair, *Disproportionate Minority Confinement Action Committee*, Multnomah County Juvenile Detention Reform Project, Annie E. Casey Foundation Grant Initiative, OR. 1995-1998.

Member and Delegate-at-Large, Planning Committee, *Oregon Juvenile Justice Summit*, OR. 1993-1994.

President, *Ethnic Cultures Consortium of Oregon*, OR. 1988-1993.

Member, Advisory Committee, City of Portland, *Classification and Compensation Study*, OR. 1990-1991.

Member, Advisory Committee, *Oregon Task Force on Ethnic Youth Representation in the Juvenile Justice System*, OR. 1989-1991.

Member, Organizing Committee, *Underrepresented High School Student Conference*, Oregon System of Higher Education, OR. 1989-1991.

TRAINING AND CERTIFICATIONS

Mental Health America, VA, *National Certified Peer Specialist*. 2017.

Linkages, Inc, Boston, MA, *Managing Individual Transitions and Managing Organizational Transitions*. Trainer of Trainers Certification William Bridges' Transitions Framework. 2007.

Linkages, Inc, Boston, MA, Transition Coach, *William Bridges Transitions Framework*. 2007.

ARIA Group, OH, *Action Evaluation and Conflict Resolution*. 2003.

Performance Management Institute, DC, *Program and Performance Measurement for Human Service Delivery*. 2000.

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Peter Senge, OR, *Leadership and Learning Organizations*. 1998.

Shelter from the Storm, OR, *Domestic Violence/Sexual Assault Training*. 1997.

Judith Armatta, JD, *Domestic Violence and the Law*. 1996.

Community Boards of San Francisco CA, *Conflict Resolution*, Train the Trainer. 1994.

Conflict Resolution Training, Clackamas County Mediation Center. 1994.

AFFILIATIONS

PassinArt: A Theatre Company, Portland OR. *Co-Founder*. 1985 – present.

Girls Justice League, Philadelphia PA. *Co-Founder*. 2011-present.

Harvard University, Kennedy School of Government, Ash Institute for Democratic Governance and Innovation, *Innovations in American Government*, Evaluator. 2008-2017.

Leadership Transformation Group, LLC, New York NY. *Associate* 2006-2013.

Andrus Family Fund, New York NY. *Linkages' Transitions Organizational Coach/ Trainer for Grantees*. 2006-2012.

The ARIA Group: A conflict resolution consulting firm, Yellow Springs OH. *Associate*. 2006- 2012.

HONORS AND AWARDS

Leadership Academy for Child Safety, Certificate of Appreciation. New York City: Administration for Children's Services. 2007.

AmeriCorps, Certificate of Appreciation, Oregon State Commission for National Service. 1997.

Portland Public Schools, Certificate of Appreciation, Violence Intervention Project. 1996.

American Society of Criminology, Graduate Fellowship. 1992.

University Club of Portland, Graduate Fellowship, Portland State University Finalist. 1992.

Ethnic Cultures Consortium of Oregon, Certificate of Achievement, Student Conference on Leadership and Cultural Diversity. 1990.