

# Barry University

School of Social Work



## Center for Human Rights and Social Justice

Annual Report | 2015

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## The Voice of Change

Greetings from the Center for Human Rights and Social Justice (CHRSJ). The CHRSJ has a primary mission of advancing crucial human rights and social justice initiatives in our local and global communities through targeted education, research, service, and leadership. The CHRSJ values collaboration and partnerships with community members, organizations, and university faculty, staff and students. We approach human rights and social justice work through an anti-oppressive lens which acknowledges the influence of privilege and oppression on the existence and maintenance of human rights violations. The CHRSJ values equally the voices of all community members and commits to work in authentic partnership with the communities being served.

**Ashley Austin, PhD**  
Associate Professor and Director  
Center for Human Rights and Social Justice



**Our Mission** “To foster social and Intellectual transformation from oppression through leadership, research, teaching, and informed action that advances fundamental freedoms, justice, and the belief in the resilience of the human spirit”

## Executive Summary

In its first year the Center for Human Rights and Social Justice in the Barry School of Social Work embarked a journey to operationalize its mission to foster freedom from oppression locally and globally. Through critical dialogue and collaboration with partners within and outside of the School of Social Work, emerged the 5 pillars of the CHRSJ: Combatting Human Trafficking, Preventing Sexual Violence, Creating Inclusive Communities for Individuals with Diverse Sexual Orientations and Gender Identities, Advancing Trauma Informed Research, Education, and Practice, and Promoting Wellness in Marginalized Communities.





CHRSJ Milestones



These initiatives represent critical contemporary social justice issues that impact students, faculty, and staff at Barry University, as well as our local and global communities. The CHRSJ engaged top faculty with targeted expertise to lead the social justice and human rights work associated with each of the 5 initiatives through targeted education, research, service, and leadership. Over the year, the CHRSJ hosted several key events including the Stand for Hope Concert, PRIDE week, America’s Most (un)Wanted Fight Back: Ending Criminalization and the Prison Industrial Complex, Transgender Day of Remembrance and Resilience, Paper Tigers, the Restorative Justice Summit, and Brave Miss World which raised awareness, stimulated transformational dialogue, and mobilized action among students and community partners. In addition, the CHRSJ provided fellowships for 12 students to participate in Florida’s Human Trafficking Summit. The CHRSJ established mutually beneficial and supportive partnerships with over a dozen local advocacy and social service organizations in the community. Multiple scholarly publications, presentations, and reports addressing contemporary social

justice issues were published by CHRSJ affiliated faculty during 2015 and will be used to transform ideas, actions, practice, and policy at regional, national, and international levels. Finally, the CHRSJ collaborated with local and national organizations to submit grant proposals aimed at: (1) combating all forms of human trafficking, including: sex trafficking and labor trafficking through collaborative, interdisciplinary approaches; (2) Enhancing Tailored Services, Placement Stability and Permanency for LGBTQ Children and Youth in Foster Care; and (3) Addressing childhood trauma among minority children through the use of trauma informed care practices. As a result of community-wide events, published works, community collaborations and national media attention, as well as the launch of the CHRSJ website, the work of the CHRSJ is garnering attention and interest locally and globally. Through these efforts, and comprehensive strategic plan for the coming year, the CHRSJ aims to establish itself as critical resource in the fight against oppression and injustice locally and globally.

Overview of Goals and First Year Outcomes

**Goal 1:** Cultivate and support student leadership aimed at advancing human rights and social justice through innovative anti-oppressive strategies, experiential-based service, and transformative learning opportunities

**Objective:** Hire a distinguished professor to enable the Center for Human Rights and Social Justice achieve self-sustainability and be fully established by January 2020

**Outcome:** In Progress

1. Dr. Ashley Austin was hired as the distinguished professor for the CHRSJ in August 2015.

Dr. Austin is a social justice oriented scholar committed to engaging in research, training and advocacy that reduces stigma and promotes the well-being of marginalized populations. Dr. Austin’s research increasingly revolves around promoting affirmative and inclusive education, mental health interventions and health care. Dr. Austin works with local and regional partners to foster the development of affirmative contexts by working to impact policies and practices that impact the lives of marginalized populations. Dr. Austin the first author of multiple publications, as well as, local, regional, and national presentations aimed at advancing affirmative approaches to health care and education for transgender children, youth, and adults. Dr. Austin mentors masters and doctoral level social work students in the successful submission and acceptance of peer reviewed presentations and publications in their areas of expertise. In 2015 Dr. Austin became the new faculty advisor to Barry’s student PRIDE group, helping them to develop a visible and empowered presence on the Barry campus and in the local community. She is also a

member of the Barry University Social Justice Interest Group. As a result of her longstanding commitment to transgender issues, Dr. Austin was recognized through a formal Proclamation from the Miami-Dade County Office of the Mayor and the Board of County Commissioners, an important honor which highlights Dr. Austin’s commitment to advance human rights for all individuals. Finally Dr. Austin received the Outstanding Faculty Award from Barry University in 2016.

2. The Center applied for and received capital funding to renovate space for the Center Offices and to purchase furniture for the CHRSJ office. Project is scheduled for completion August 30, 2016.
3. A graduate assistant for the CHRSJ was hired in August 2015
4. The CHRSJ established a program planning committee in 2016.
5. Strategic planning retreat in 2016 resulted in a strategic agenda and corresponding plan for the next two years for the Center.

**Objective:** Under the leadership of a distinguished professor all students graduating from the BSW Program and the MSW Program will have participated in a service learning project designed to advance human rights and promote social justice.

**Outcome:** In Progress  
During the first year the CHRSJ created multiple opportunities to engage in an array of social justice and human rights projects outside of the classroom. Opportunities included film screenings, trainings, activist events, conferences, summits, vigils, and remembrances.

Film Screening

- Movie Screening of Brave Miss World with Panel discussions with 40 attendees (Human trafficking and resiliency).
- Documentary filming of Paper Tigers with Panel discussions with 75 attendees (Trauma informed care).
- Film: Pariah (navigating intersection racial, cultural, religious and sexual identities during young adult hood)

### Training

- TRACKS (devoted to train-the-trainer model, eight (8) trainers/students were certified in 2015.
- Hosted Restorative Justice Practice Training held December 17 – December 20th

### Activist Events, Vigils, & Remembrances

- Miami Pride Parade
- Disrupting the Cradle to Prison Pipeline – Hosted Dr. Angela Davis' Most (UN) Wanted Fight Back: Ending Criminalization and the Prison Industrial Complex, sponsored by Power U, Dream Defenders, and Critical Resistance. (800 persons in attendance/ 300 persons viewed via livestream. December 17, 2015
- Stand for Hope Human Trafficking Awareness and Prevention Concert devoted to mobilizing the community to stand against human trafficking. January 21, 2016 with 80 attendees
- LGBT Pride Week Oct.19-23, 201  
Events included (1) a screening of and follow up discussion about the film *Pariah*, which tackles the complicated issue of navigating intersecting racial, cultural, religious, and sexual identities during young adulthood; (2) daily tabling in Landon to raise awareness of and support for LGBTQ issues on campus, as well as to offer LGBTQ specific knowledge and information; (3) LGBTQ PRIDE happy hour event to celebrate and honor sexual and gender diversity on campus. The CHRSJ supported the development and purchase of Barry's first LGBTQ-specific PRIDE T-shirt and bracelets for students, faculty, and staff to elevate the level of visible support on campus. The CHRSJ will continue to sponsor and support annual PRIDE events on the BU campus.
- Combat Hippies performance – the critical journey of veterans diagnosed with PTSD from a perspective of resilience and strength November 3, 2015
- Transgender Day of Remembrance and Resilience November 2015 (Proclamation received from the Miami-Dade County Office of the Mayor and the Board of County Commissioners)
- Transgender Awareness Lectures – featured college

student, transgender author and activists Katie Hill November 2015

- LGBTQ Happy hour event to celebrate and honor sexual and gender diversity on campus
- TRACKS Project-Intergroup Dialogues – Four series have been conducted on (1) race, (2) gender, (3) African-American/Caribbean-American, and (4) sexual orientation. TRACKS is devoted to a “train-the-trainer” model and has certified eight (8) trainers. Students, staff and/or faculty co-facilitate each series.
- Sexual Assault Awareness Month events (April 2016)

### Summit

- Twelve Students attended the Florida Human Trafficking Summit, Tampa Florida

### Conferences

- Hosted Aqua Foundation's yearly TransCon event in March on the Barry Campus. Note: Dr. Austin is on the TransCon planning committee and attends monthly planning meetings.
- Hosted LGBT Quality Care Conference by SunServe Social Services, Inc., Broward County. School engaged the School of Education as a participant in the hosting of this event.

### Other

- Host site for SAVE's canvassing efforts aimed at raising awareness about and eliminating stigma toward the transgender community. These efforts were part of the larger initiative to promote transgender equality in Miami-Dade County.
- Hosted a meeting requested by Pridelines Youth Center regarding a possible collaboration for an HIV/AIDS Intergenerational Dialogue conference in honor of World AIDS Day. This speaks to the greater recognition Barry has gained in the community. This group, along with several other groups, has approached the School for the purpose of collaborating and planning meaningful events.

The CHRSJ will continue to make available vast opportunities for social justice activism to students.

## Goal 2: Advance the understanding of privilege, oppression and human rights issues through collaboration, research, scholarship, and teaching.

**Objective 2a:** Using research grant awards from this project, a total of thirteen (13) grant awards will enable faculty and students in the field of social work, mental health counseling, Psychology, and Sociology to contribute to advancing human rights through the submission of a minimum of 9 research projects findings and implications to peer reviewed journals and/or refereed/non-refereed conferences by March 2020.

**Outcome:** In Progress

**Summary:** Although research funding for these projects will not be available until year 2. Affiliates of the CHRSJ disseminated social justice orientated research and scholarship through publication in peer reviewed journals and presentations at local and national conferences. For instance, Dr. Austin had 8 articles aimed at advancing affirmative care and social justice for LGBTQ populations published in 2015-2016 and she presented 5 papers at national social work conferences. Romel Santiago, CHRSJ graduate assistant, had his work accepted for presentation at an International Social Work Conference. Drs. Tucker and Zaoui had their work on restorative justice and human trafficking respectively, accepted for presentation at the 2016 Council on Social Work Education's annual program meeting. Dr. Jill Levenson had 16 research articles focused on preventing sexual violence and promoting humane, trauma-informed care published in peer review journals during the 2015-2016 academic year. In addition, she presented her work at numerous conference and provided the key note address at an international trauma conference in New Zealand in March, 2016.

### Publications

**Austin, A.,** Craig, S.L., & Dentato, M. (under review). Transphobic microaggressions in schools of social work: Strategies for creating a gender inclusive educational climate. *Journal of Ethnic and Cultural Diversity in Social Work, Special Issue: Microaggressions in Social Work Education and Practice.*

Craig, S.L., **Austin, A.,** Alessi, E. McInroy, L. & Keane, G. (under revision). Minority Stress and HEROic Coping among Ethnoracial Sexual Minority Girls: Intersections of Resilience. *Journal of Adolescent Research.*

Craig, S.L. & **Austin, A.,** (under review). Sexually and Gender Diverse Children and Youth. In K. L. Eckstrand & J. Potter (Eds.) *Trauma, Resilience, and Health Promotion for LGBT Patients: What Every Healthcare Provider Should Know.*

Craig, S.L., McInroy, L. & **Austin, A.** A (under review). Bridging Schools and Communities through School Counseling: The Needs of Multiethnic LGBTQ Students. *Professional School Counseling.*

**Austin, A.,** (In Press). “There I am”: A Grounded Theory Study of Young Adults Navigating a Transgender or Gender Nonconforming Identity within a Context of Oppression and Invisibility. *Sex Roles.*

**Austin, A.,** Craig, S. L. & McInroy, L. (In Press). Toward transgender affirmative social work education. *Journal of Social Work Education.*

**Austin, A.,** (In Press). Activism and Advocacy for the Transgender Community: Stop Violence and Create Peace through Transgender Affirmative Change. *Encyclopedia of Trends in Crime and Criminal Justice.*

Craig, S.L., & **Austin, A.** (In Press). The AFFIRM Open Pilot Feasibility Study: A Brief Affirmative Cognitive Behavioral Coping Skills Group Intervention for Sexual and Gender Minority Youth. *Child and Youth Services.*

Dentato, M.P., Lloyd, M.R., Craig, S.L., Kelly, B., Wright, C., & **Austin, A.** (In Press). Homophobia within schools of social work: The critical need for affirming classroom settings and effective preparation for service with the LGBTQ community. *Social Work Education: The International Journal*.

Craig, S. L., Dentato, M. P., McInroy, L. B., **Austin, A.**, & Messinger, L. (2015). Social Work Students Speak Out!: The Experiences of Lesbian, Gay, Bisexual, Transgender and Queer Students in Social Work Programs: A Study Report. Toronto ON: Authors. For: The Council on Social Work Education. The Council on Sexual Orientation and Gender Identity & Expression. Available from: <http://www.cswe.org/File.aspx?id=82833>

**Levenson, J. S.** & Grady, M. D. (in press). The Influence of Childhood Trauma on Sexual Violence and Sexual Deviance in Adulthood. *Traumatology*.

Willis, G. & **Levenson, J. S.** (in press). The Relationship between Childhood Adversity and Adult Psychosocial Outcomes in Females who have Sexually Offended: Implications for Treatment. *Journal of Sexual Aggression*.

**Levenson, J. S.** & Grady, M. D. (in press). Childhood Adversity, Substance Abuse, and Violence: Implications for trauma-informed social work practice. *Journal of Social Work Practice in the Addictions*.

Grady, M. D. & **Levenson, J. S.** (in press). Linking Adverse Childhood Effects and Attachment: A Theory of Etiology for Sexual Offending. *Trauma, Violence, & Abuse*.

Zgoba, K., Miner, M., **Levenson, J. S.**, Knight, R., Letourneau, E., & Thornton, D. (2015). The Adam Walsh Act: An Examination of Sex Offender Risk Classification Systems. *Sexual abuse: a journal of research and treatment*, DOI: 1079063215569543.

**Levenson, J. S.**, & Zgoba, K. (2015). Community Protection Policies and Repeat Sexual Offenses in Florida. *International Journal of Offender Therapy and Comparative Criminology*, DOI: 0306624X15573946.

**Levenson, J. S.**, & Socia, K. M. (2015). Adverse childhood experiences and arrest patterns in a sample of sexual offenders *Journal of Interpersonal Violence*, DOI: 10.1177/0886260515570751.

**Levenson, J. S.** (2015). Adverse childhood experiences and subsequent substance abuse in a sample of sexual offenders: Implications for treatment and prevention. *Victims and Offenders*. DOI: 10.1080/15564886.2014.971478, 1-26.

**Levenson, J. S.** (in press). Community control of sex offenders. In O'Donohue and Laws (Eds.) *Treatment of Sex Offenders: Strengths and Weaknesses in Assessment and Intervention*. Springer.

**Levenson, J. S.**, Williams, J. & Feldman, D. (2015). Early adversity, criminality, and trauma informed care. *Academy of Criminal Justice Sciences*, Orlando, FL, 3/6/25.

**Levenson, J. S.** (2015). Sympathy for the Devil: Sex offenders legislated into homelessness. Barry University Human Rights & Social Justice Conference, Miami, FL, March 2015.

**Levenson, J. S.**, & Vicencio, C. P. (in press). Residence Restrictions. In E. Jeglic & C. Caulkins (Eds.), *Sexual Violence: Evidence Based Policy and Prevention*. Springer.

**Levenson, J. S.** (2016). An Evidence-Based Perspective on Sexual Offender Registration and Residential Restrictions. In Phenix and Hoberman (Eds.) *Sexual Offending: Predisposing antecedents, assessment, and management*. New York: Springer (pp. 861-870).

**Levenson, Jill** (August 6, 2015). Does a youthful mistake merit sex-offender status? CNN.com (invited opinion).

Harris, A., Lobanov-Rostovsky, C., and **Levenson, J. S.** (2015). *Law Enforcement Perspectives on Sex Offender Registration and Notification: Preliminary Survey Results*. Interim Technical Report. Available at <https://www.ncjrs.gov/pdffiles1/nij/grants/249189.pdf>

**Levenson, J. S.** (2015). *Report to Florida Office of Program Policy Analysis and Government Accountability: Evidence-based recommendations for Florida's sex offender registry system*. Florida Association for the Treatment of Sexual Abusers. [http://www.floridaatsa.com/2015\\_FATSA\\_report\\_to\\_OPAGA.pdf](http://www.floridaatsa.com/2015_FATSA_report_to_OPAGA.pdf)

**Smith, M. S.** & Leonard, C. (In press). Chapter 6: The Coming out Process, in M. Dentato (Ed.) *Social work practice with the LGBTQ community: Exploring practice and policy factors*. New York: Oxford University Press.

**Smith, M. S.** & Lobel, S. (In press). Chapter 22: Dating, Relationships, Couples and Family Issues. In M. Dentato (Ed.) *Social work practice with the LGBTQ community: Exploring practice and policy factors*. New York: Oxford University Press.

Aguirre-Castro, N., **Naranjo, F.**, & **Smith, M. S.** (under review for first revision). Unheard voices, innocence lost: The impact of armed conflict on Colombian children. *International Journal of Conflict and Violence*.

Finley, L., **Rosenwald, M.**, & Perez, S. (2015). Intergroup dialogue: A campus-wide initiative to increase acceptance and inclusivity. In *Peace and Social Justice Education on Campus: Faculty and Student Perspectives* (Eds., L. Finley & K. Concanon). (pp. 236-249). Cambridge: Cambridge Scholars Press.

#### Presentations

**Austin, A.** & Craig, S. L. Using multiphase qualitative research from youth and service providers to develop a transgender affirmative clinical practice intervention. *Society for Social Work Research 20th Annual Conference*, Washington DC, January 14-17, 2016.

**Austin, A.**, Craig, S. L., & Goodman, R. Bridging efforts to enhance support for the transgender community: A grand challenge for social work. *Society for Social Work Research 20th Annual Conference*, Washington DC, January 14-17, 2016.

Craig, S. L., **Austin, A.**, & Brennan, D. The preliminary effectiveness of a community-based affirmative coping skills intervention for trans\* and gender non-conforming youth: The affirm open pilot feasibility study. *Society for Social Work Research 20th Annual Conference*, Washington DC, January 14-17, 2016.

**Austin, A.**, Craig, S. L., & Dentato, M. Microaggressions in schools of social work: Strategies for creating a gender inclusive educational climate. *Council of Social Work Education Annual Program Conference*, Denver, CO in October, 2015.

Craig, S. L., & **Austin, A.** Fighting for survival: The experiences of LGBTQ students in religious schools and universities. *Council of Social Work Education Annual Program Conference*, Denver, CO in October, 2015.

**Austin, A.** (2016). Transgender Affirmative. Panel presentation at the Annual Behavioral Health Conference, Fort Lauderdale, FL.

**LaPorte, H. H.** (2015). *Diversity in Group Membership: Principles, Practices and Facilitator Skills*. Presentation at SunServe 12th Annual LGBT Quality Care Conference Miami, Florida

**Levenson, J. S.** (2015). *Trauma Informed Care with Sex Offenders*. Sex Offender Civil Commitment Provider Network, Montreal, Canada, 10/12/15.

**Levenson, J. S.** (2015). *Trauma Informed Care with Sex Offenders*. New York State Office of Mental Health, 6/1-6/4/15.

**Levenson, J. S.** (2015). *Trauma Informed Care with Sex Offenders*. Illinois Civil Commitment Center, Rushville, IL, 6/17/15.

**Levenson, J. S.** (2015). *Trauma Informed Care with Sex Offenders*. Massachusetts ATSA Chapter Conference, Marlborough, MA, 4/8/15.



**Levenson, J. S.** (2015). *Early adversity, criminality, and trauma informed care*. 34th Annual Treatment & Research Conference of the Association for the Treatment of Sexual Abusers, Montreal, Canada, 10/15/25.

**Levenson, J. S.** (2016). *Sexual violence prevention*. Featured Documentary Film Interview. Untouchables. Trebeca Film Festival. New York. [www.untouchablefilm.com](http://www.untouchablefilm.com)

**Levenson, J. S.** (2016). *Trauma-informed practice in clinical and forensic settings*. Presented at the Institute of Criminal Justice and Forensic Psychology. Auckland, New Zealand.

**Levenson, J. S.** (2016). *Building a Trauma-Informed Workforce*. Presentation at the Behavioral Health Conference. Fort Lauderdale, FL.

**McGhee, T.** (2015) Strategies to rebuild community resilience. Presented at the National Association of Social Work Florida Social Work Conference. Orlando, FL.

**McGhee, T.** (2016). *Inspiring community impact: MISSION UNITED for homeless veterans*. Co-presentation at the Network for Social Work Management's 27th Annual Conference, Los Angeles, California Endowment, Los Angeles, Ca.

**McGhee, T.** (2015). *Collaboration to Advance Community Goals*. Co-presented at the Network for Social Work Management 26th Annual Conference. Washington, D. C.

**McGhee, T.** (2015). *8 Strategies to Improve Recovery from Community Trauma*. Presented at the 20th International Summit & Training on Violence, Abuse & Trauma. San Diego, California.

**Osby, O.** (2015). *Housing as a human right*. Panel discussion entitled Human Rights Frameworks. Possibilities and precautions for advocacy practice presented at CSWE's APM (October 17) Denver, Co.

**Objective 2b:** Design, publish and actively maintain a webpage designed to inform the public of past and current human rights issues, stories of survivors, resource information, and educational column, and a list of upcoming social action activities designed to promote social justice.

**Outcome 2b:** In Progress

The CHRSJ webpage was formally launched in early 2016.

- The website can be viewed at <http://www.barry.edu/center-for-human-rights-social-justice/inclusive-communities.html>.
- Brochures for the CHRSJ were printed in the spring of 2016
- Collateral materials including a banner, tablecloth and t-shirts will be developed and purchased by fall 2016 for official opening of the Center

### Goal 3: Challenge social injustices and conditions within institutions and communities that systematically deny human rights.

**Objective 3a:** Under the leadership of the Center students and faculty will have attended a minimum of three national /international conferences on social justice and human rights and recorded more than 3000 hours in community service and advocacy events.

**Outcome 3a:** In Progress

- **Quayneshia Smith, MSW** student, proposal with Dr. Ed Tucker accepted for CSWE Fall '16. Workshop titled, "Keeping Circles: Restorative Practice for Trauma-Informed Schools"
- **Romel Santiago, MSW** student, received a Leadership-Fellowship Grant to present at the 2016

International Conference, Transgressing Boundaries and the Intersection of Sexualities in Social Work, August 18 and 19, 2016 in Switzerland.

- **Torres, A.** (2016). *Veterans' behavioral health*. Presentation at the Behavioral Health Conference. Fort Lauderdale, FL.

Note: Community service and advocacy event hours: Over the period of the grant this data will be reported

**Objective 3b:** Under the leadership of the Center faculty, students and community partners will implement a minimum of one (1) resiliency-based program specifically geared to vulnerable population groups in each of the three focus (Human Trafficking, Culture and Identities, and Family Violence) areas by September 2019.

**Outcome 3b:** In Progress

In response to faculty expertise and community needs, the areas of focus were expanded and slightly modified to include the following:

- Combatting Human Trafficking
- Preventing Sexual Violence
- Creating Communities Inclusive of Individuals with Diverse Sexual Orientations and Gender Identities
- Advancing Trauma Informed Research, Education and Practice
- Promoting Wellness in Marginalized Communities.

The CHRSJ program planning committee is working on identifying specific areas of research, education/training, and programming aimed at promoting resilience among impacted populations.

**Objective 3c:** Under the leadership of the Center, students will present to the Barry community three (3) poster sessions and open intergroup dialogue forums addressing issues of human rights and difference.

**Outcome 3c:** In Progress

- 4 TRACKS sessions, with involvement from greater than 20 students, faculty, and staff. TRACKS programming is growing and will continue to promote intergroup dialogues across the campus and in the community during the 2016-2017 year

- **Daryl, Campbell, MSW** student, Research Presentation at Poster Session. NASW-FL State Annual Social Work Conference. June, 2015
- **Monica Elisier, MSW** student, Research Presentation at Poster Session. NASW-FL State Annual Social Work Conference. June, 2015

### Goal 4: Build and maintain an inclusive interdisciplinary network of local, national, and international advocates committed to advancing intellectual dialogue and service in support of human rights

**Objective 4a:** By March 2020, the Center for Human Rights and Social Justice, in collaboration with local, national, and international advocates, practitioners, educators, and researchers, will have presented to the community a series of educational forums and training programs to more than 500 students, faculty, and professional and lay community members to advance their knowledge of human rights issues, clinical practice skills, and strategies to effectively promote social justice. These forums shall include two (2) professional conferences on human rights, 1 certificate program in mindfulness and therapeutic practice, an educational series on Motivational Interviewing, Trauma-informed practice and neurobiology, Group Work Practice, and an interdisciplinary training with medical students and faculty and social worker students and faculty.

**Outcome 4a:** In Progress & Transition

**Summary:** The CHRSJ remains committed to promoting interdisciplinary collaboration, learning, and teaching focused on advancing knowledge of human rights issues, clinical practice skills, and strategies to effectively pro-

mote social justice. However, given the refinement of the CHRSJ's initiatives and primary areas of focus, some of the specific programming objectives have shifted.

- A certificate program in mindfulness and therapeutic practice was developed and has delivered to date, two (2) sessions, certifying two (2) separate cohorts in 2015. While this program is consistent with the overarching mission of the CHRSJ, this program was not specific to the CHRSJ and instead was a result of efforts and funding from the SSW as a whole. However, the CHRSJ is committed to developing certificate programs which will advance human rights focused work.
- CHRSJ faculty affiliates are in the process of assessing the feasibility of developing certificate programs related to: (1) trauma informed care and (2) human trafficking. It is expected that at least one certificate program will be fully developed and approved by the university during the 2016-2017 academic year. Trauma informed training and technical assistance materials and procedures will be developed and implemented during the 2016-2017 academic year. These plans are discussed in more detail in subsequent sections of the report.
- March 21, 2016, the CHRSJ, under the guidance of Professor Zaoui, will host a conference focused on raising awareness about competent and humane screening, prevention, and intervention approaches for addressing sexual assault and trauma.

**Objective 4b:** The Center for Human Rights will present three (3) film series to deepen public awareness of human rights issues and the power of self-responsibility and resilience by January 2020.

**Outcome 4b:** In Progress

The CHRSJ hosted three film screenings during the 2015-2016 year which were aimed at advancing human rights and social justice through consciousness raising, compassion building, reflection, and a call to action.

- *Pariah* was screened for students across the Barry University Campus First, as part of the university's

PRIDE week in October. *Pariah* explores the experiences of sexual minority young people of color with attention to the role of structural and cultural oppression. This film and the ensuing dialogue challenged stereotypes, created safe space for sharing feelings and experiences, and deepened understanding of intersectional minority identities in contemporary society.

- *Paper Tigers* featured the groundbreaking documentary on trauma informed schools, *Paper Tigers*, and included a screening, reflection, and dialogue aimed at taking first steps to create trauma informed communities and systems of care in South Florida. This transformational event was attended by well over 100 students, faculty, and multidisciplinary leaders across Dade and Broward counties.
- A screening of *Brave Miss World*, as part of sexual assault awareness month. It is a documentary exploring the aftermath of sexual assault on the lives of women across the globe, with attention to social, legal, and structural factors that re-traumatize victims, was hosted by Dr. Dr. Alissa Ackerman an advocate and survivor of sexual assault. The CHRSJ will continue to use film, as well as other art forms to advance human rights advocacy.

## Goal 5: Work collaboratively with local and global partners to promote inclusivity and human rights at multiple levels

**Objective 5:** Under the leadership of the Center, a network of local and global partners will convene at a round table to discuss human rights issues and plan for collaborative activities by January 2020.

**Outcome 5:** In Progress

During its inaugural year, the CHRSJ forged initial part-

nerships with more than a dozen organizations promoting local and global human rights. Partnering organizations represent causes associated with each of the CHRSJ's key human rights and social justice initiatives. These partnerships include

- Power U
- Ark of Freedom
- Safe Schools South Florida
- Pridelines
- Aqua Foundation
- Life of Freedom
- SAVE
- Miami Children's Initiative
- Group Victory

## Main Initiatives





## Combating Human Trafficking

Through the leadership of Professor Zaoui, the CHRSJ works to combat human trafficking in a number of ways. Primarily, she aims to educate and train new generations of clinical social workers/practitioners and organizations serving this population to effectively identify victims of human trafficking, as well as assess their needs through the lens of resiliency and trauma informed practice. She trains clinicians and community providers to understand the direct relationship of adverse childhood experiences, such as childhood sexual abuse and neglect, to commercial sexual exploitation, sexual exploitation and domestic sex trafficking on risk for human trafficking.





In 2015 Professor Zaoui was invited to share her expertise with social workers locally and regionally through a variety of workshops and trainings including: (1) “Holistic Overview of Sex Trafficking and Its Direct Relationship to Childhood Sexual Abuse: Journeying Together with Best Practices” presented at the regional NASW meeting in Orlando, FL. (2) “Systemic Overview of CSEC Survivors through a Clinical Lens, a neurobiological, relational, physiological, spiritual implications of childhood sexual trauma and it’s direct relationship to CSE in children and adults” presented at Miami-Dade NASW Chapter. (3) “Laws, policies and society’s role in sex trafficking” presented to the Barry University Sociology Department; and (4) “The Neurobiology of women and trauma with a special focus on childhood survivors of sexual abuse and its relationship to human trafficking” presented at the Life of Freedom Center, in Miami, FL. Finally, Professor Zaoui was featured on the Focus on Florida television program to discuss the ways in which social media and pornography play a vital role in the proliferation of and demand for human sex trafficking.

In 2015 The CHRSJ demonstrated its commitment to combating human trafficking in several meaningful ways such as, student fellowships to participate in the Florida Human Trafficking Summit, hosting the Stand for Hope Concert, and developing strategic research partnerships. These efforts are described in more detail below.

#### Human Trafficking Summit Fellowships

The CHRSJ provided 12 fellowships to Social Work students dedicated to combatting human trafficking through education, advocacy, or practice. The fellowships funded student participation in the annual Florida Human Trafficking Summit. Through this initiative, students have the opportunity to enhance knowledge about prevention, intervention, policy, and advocacy associated with human trafficking, as well as learn about concrete ways to become a part of Florida’s efforts to eradicate human trafficking and modern day slavery. Fellowship recipients give back to the university and community by leading a human rights activity, focused on addressing human trafficking.

*“The Summit was a an amazing learning experience for me since I am providing direct services to survivors of human trafficking--the panels provided a great opportu-*

*nity for those looking to learn more as well as those who may be already working in the field” - Elizabeth Ringler, MSW Student*

#### Stand for Hope Human Trafficking Awareness and Prevention Concert

The CHRSJ hosted arts-based human rights events devoted to mobilizing the community to stand against human trafficking. This event was a concert of musicians, poets, and community activists collectively educating students and community members about the prevalence and risks for human trafficking and identifying opportunities to engage in social action to eradicate this challenge to human rights.

#### Research Partnerships

The CHRSJ has partnered with the Palm Beach County Sheriff’s Office and the Catholic Charities Diocese of Palm Beach on a grant project through the Bureau of Justice Assistance and Office on Victims of Crime, “Enhanced Collaborative to Combat Human Trafficking”. The express purpose of this a collaboration is to develop a multidisciplinary human trafficking task force through which collaborative approaches to combating all forms of human trafficking, including: sex trafficking and labor trafficking of foreign nationals and U.S. citizens, and of all sexes and ages will be implemented. We fully support this endeavor as we believe that a comprehensive, collaborative approach will reduce the incidence of human trafficking, provide much needed services to victims, and prevent further victimization in our community.

The CHRSJ’s role will be to provide a thorough project evaluation, assisting with data collection, data management, and data analysis. Social Work faculty affiliated with our CHRSJ have demonstrated expertise in human trafficking-specific assessment, evaluation and analysis. If this collaborative proposal is funded, we will participate in the quarterly Task Force meetings, providing ongoing feedback and direction for continuous improvement purposes. We also expect to complete a thorough project evaluation at the conclusion of the three (3) year grant period for purposes of generating internal project improvements and meeting the grantor’s performance measure data reporting requirements.

## Preventing Sexual Victimization

The CHRSJ engages our local and campus communities in public dialogue about sexual violence prevention. We also engage in research and contributes to the inter-disciplinary scholarship on sexual violence prevention. Dr. Jill Levenson leads the School of Social Work faculty in studying the impact and effectiveness of policies and clinical interventions designed to reduce repeat sexual violence by convicted sexual perpetrators, and in understanding how to help individuals with paraphilias or deviant sexual interests to avoid sexual offending.



Dr. Levenson advocates for evidence-based policies and practices that offer a rehabilitative approach to offender reintegration while protecting communities. If social workers believe in social justice, we cannot pick and choose who it applies to. Criminals, especially sexual perpetrators, inspire little sympathy, but the grand challenge of social justice requires us to advocate on behalf of those most marginalized in our communities – including criminal offenders. Throughout the year, we participate in various campus activities that endorse and reinforce healthy sexual boundaries, consent, and respectful sexual encounters.

#### **Cutting Edge Sexual Violence Prevention Efforts**

Dr. Levenson, a leading researcher studying the impact and effectiveness of policies and clinical practices designed to prevent sexual violence is working on several research projects related to prevention of sexual assault. She has just completed a three-year study funded by the National Institutes of Justice (principal investigator: Dr. Andrew Harris, UMass Lowell), investigating the views of law enforcement agents about the utility and operation of sex offender registries. She is currently partnering with the Florida Department of Juvenile Justice to study the role of adverse childhood experiences (ACEs) in the development of sexually abusive behaviors among delinquent youth, and to inform trauma-informed care initiatives for that population. She is also applying for funding to study the obstacles to help-seeking behavior by persons with the disorder of Pedophilia who have not yet offended, in an effort to devise outreach and prevention services for this stigmatized population.

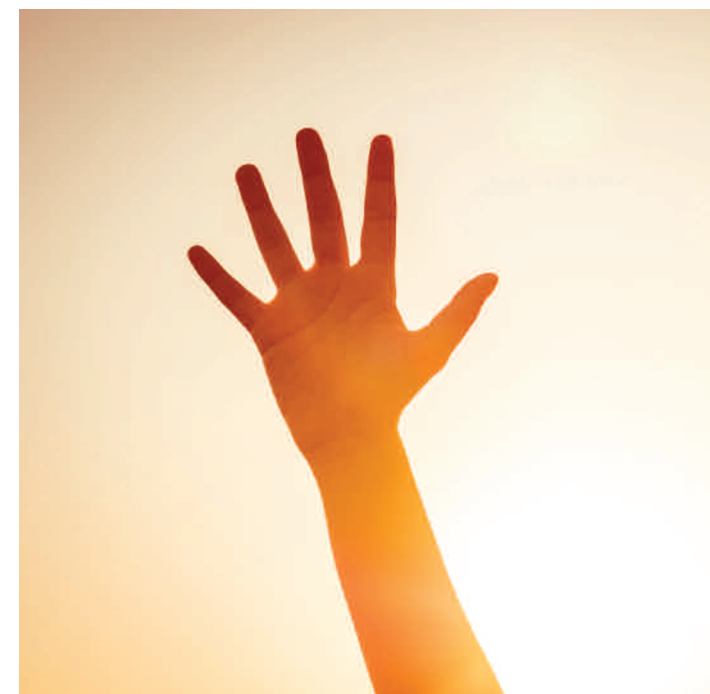
In the past year she has appeared on the Diane Rehm Show (NPR), and in Psychology Today and Newsweek. She was a featured expert in “Untouchable” (2016), a full-length documentary film directed by David Feige, who won the New Documentary Director Award at the 2016 Tribeca Film Festival. This film will be screened on the Barry campus in the coming academic year.

Dr. Levenson brings her expertise and experience to

Barry’s CHRSJ to contribute to creating a safe campus community where healthy sexual boundaries are modeled and reinforced, and where prevention of sexual assault begins with each student, staff, and faculty member.

#### **Sexual Assault Awareness Month**

In April, Dr. Jill Levenson hosted a screening and panel discussion of the film “Brave Miss World.” The event provided a safe opportunity for students, faculty and members of the community to learn more about the impacts of sexual violence. The film was followed by an open forum discussion with Dr. Alissa Ackerman, a member of the “Brave Miss World” outreach team and professor of criminal justice at the University of Washington, Tacoma.



## **Creating Inclusivity for Diverse Sexual Orientations and Gender Identities**

The CHRSJ actively aims to create safer, more inclusive communities for sexual and gender diverse individuals at all levels. The CHRSJ is firmly committed to ongoing practice, research, education and advocacy aimed at advancing the human rights of sexual and gender minority populations locally and globally. As such, we organize events to foster awareness and inclusivity, encourage advocacy efforts, and collaborate with local community groups to advance local and statewide equality for LGBTQ and TGNC individuals. On-campus advocacy led by Drs. Austin, Rosenwald and Tucker and a team of student activists resulted in the creation of Barry University’s first gender neutral single stall restroom on the Miami Shores campus, and a commitment from university leaders to the provision of safe and inclusive restrooms in all newly constructed buildings.



In addition, Dr. Austin, along with CHRSJ affiliate Stephen Ferrante provides consultation and training to support sustainability, development, and capacity building of non-profit community organizations focused on enhancing inclusivity of LGBTQ and TGNC issues.

Finally, a great deal research, scholarship and training which advance LGBTQ/TGNC affirmative education, practice, and policy originate from the CHRSJ's director and affiliated faculty.

### **PRIDE Events on Campus**

The CSJHR hosted the first annual PRIDE week on the Barry University campus in October, 2015. This week of fun and educational events was aimed to enhance support for sexual and gender diverse students, faculty, staff and community members, as well as the issues impacting their lives. Events included (1) a screening of and follow up discussion about the film *Pariah*, which tackles the complicated issue of navigating intersecting racial, cultural, religious, and sexual identities during young adulthood; (2) daily tabling in Landon to raise awareness of and support for LGBTQ issues on campus, as well as to offer LGBTQ specific knowledge and information; (3) LGBTQ PRIDE happy hour event to celebrate and honor sexual and gender diversity on campus. The CHRSJ supported the development and purchase of Barry's first LGBTQ-specific PRIDE T-shirt and bracelets for students, faculty, and staff to elevate the level of visible support on campus. The CHRSJ will continue to sponsor and support annual PRIDE events on the BU campus.

### **Transgender Day of Remembrance and Resilience**

The CHRSJ worked diligently to ensure TGNC issues are highlighted on campus and in the local community through the Transgender Day of Remembrance and Resilience hosted annually on Nov 20, by Dr. Ashley Austin and a team of TGNC community leaders. This event brings together the TGNC community and allies to honor the many lives lost each year to anti-transgender violence, as well as the strength and courage of TGNC community members. This year Barry University SSW

and Dr. Austin were recognized for their commitment to TGNC issues through a formal Proclamation from the Miami-Dade County Office of the mayor and the Board of County Commissioners.

### **Transgender Awareness Lectures**

Transgender author, college student and activist, Katie Hill, was sponsored by the CHRSJ to come to Barry's campus to speak to students of the university, as well as to high school students at Doctor's Charter. She shared her personal narrative of trauma, oppression and resilience in an effort to develop understanding, bridge gaps, and create transgender allies among members of our local community

### **Community PRIDE**

Drs. Ashley Austin and Ed Tucker joined the Barry University student PRIDE group and members of several allied student organizations as they marched in the eighth annual Miami Beach Gay Pride Parade on April 10, 2016. With the support of the School of Social Work and under the advisement of Dr. Austin, Barry's student PRIDE group was newly instituted on campus this academic year. Under the co-presidency of two students leaders, Diomaris Bello and Britney Philippeaux, the PRIDE group was determined to be actively involved in fostering a supportive and inclusive community for sexual and gender-diverse students; being visibly represented in the Pride Parade for the first time was a primary goal for the group. PRIDE made a tremendous impact on the Barry campus this year, winning a majority of the Recognized Student Organization awards for 2016, including Rising Star, President of the Year, Member of the Year, Transformational Leader and the Barry Pride awards, creating a visible commitment to inclusivity for LGBTQ individuals on the Barry campus and in our local and global communities.

### **Scholarly Works**

Over the last year Dr. Austin published various scholarly works aimed at creating inclusive and affirming communities for individuals with diverse sexual orientations and gender identities. A few of these scholarly works

are particularly noteworthy: "There I am: A Grounded Theory Study of Young Adults Navigating a Transgender or Gender Nonconforming Identity within a Context of Oppression and Invisibility" gives voice to the unique and marginalized experienced of young transgender adults in an effort to create a more trans-informed and inclusive society. "The AFFIRM Open Pilot Feasibility Study: A Brief Affirmative Cognitive Behavioral Coping Skills Group Intervention for Sexual and Gender Minority Youth. Child and Youth Services.", an article co-authored with Dr. Shelley Craig from University of Toronto is among the first intervention research studies aimed at creating empirically supported treatments specific to LGBTQ youth needs. Finally, Dr. Austin's (co-authors Shelley Craig and Lauren McInroy) most recently published article entitled "Toward Transgender Affirmative Social Work Education" raises awareness about existing barriers to affirming and inclusive social work education and challenges educators and administrators to take the steps to create more inclusive school climates.

### **Research Partnerships**

The CHRSJ in collaboration with local organizations committed to inclusive care of Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ) youth in foster care (e.g., Kids in Distress, Sunserve) committed to supporting the application of the Center for the Study of Social Policy (CSSP) for the National Quality Improvement Center on Tailored Services, Placement Stability and Permanency for LGBTQ Children and Youth in Foster Care (HHS-2016-ACF-ACYF-CW-1126). If awarded, the CHRSJ will work collaboratively to providing local training and technical assistance associated with promoting LGBTQ affirmative practice and policy through a trauma informed care framework.

Dr. Austin is currently involved in an international research collaboration with Dr. Craig (PI), as well as other researchers in the US and Canada on a large scale online survey aimed at understanding the impact of communication technologies on the health and well-being of sexual and gender minority youth in the US and Canada (Project#QUEERY.org). The project already has

600+ participants and is only in its first of two waves of data collection. Dr. Austin is the primary researcher associated with the TGNC subsample of participants.





## Promoting Wellness in Marginalized Communities

The goal of the CHRSJ is to promote wellness in marginalized communities through education, advocacy, research, and community practice. Individuals and families in these communities have often witnessed massive internal and external stressors that have had detrimental impact on their health, mental health, worldview and overall wellbeing. Through our trauma informed perspective and our emphasis on restorative practices the CHRSJ aims to educate the public about traumatic events impacting marginalized communities globally, to provide trainings on how to restore and enhance wellness in these traumatized marginalized communities, and to lead the social work community in conducting research and advocacy targeting empowerment within these communities.



The CHRSJ is working to advance timely and innovative practices for promoting community health, safety, and well-being among communities challenged by racism, oppression, and institutional violence. Specifically the CHRSJ is working to develop its expertise and commitment to restorative justice practices, as well as its ability to resolve conflict through respectful, empathic and inclusive intergroup dialogues.

### Restorative Justice

Restorative Justice is particularly important to the work of the CHRSJ because it addresses racism, classism, and other prejudices that cause harm at the community level. Transcending the crime and punishment model of the current prison industrial complex, and the punitive approaches embraced by most elementary, middle, and high schools, restorative justice examines the factors that create an environment conducive to crime, conflict, and injustice and seeks alternative solutions to expulsion, imprisonment and other exclusionary practices.

### Disrupting the Cradle to Prison Pipeline through Restorative practices

In collaboration with community partner, Power U, the CHRSJ is working to disrupt structural oppression and violence targeting communities of color locally, regionally, and nationally. On Dec 17, 2015, the CHRSJ hosted Dr. Angela Davis' America's Most (un)Wanted Fight Back: Ending Criminalization and the Prison Industrial Complex, an event sponsored by Power U, Dream Defenders, and Critical Resistance. This event was attended by more than 800 community members, as well as Barry University faculty, students, and staff. It was also viewed via livestream by over 300 individuals. Moreover, CHRSJ supported a two part restorative justice practice training which took place on the Barry University campus from Dec 17-Dec 20, 2015, and May 27-28, 2016. Dr. Edmon Tucker, along with community partner Power U, and a BSW student were trained in restorative justice practices aimed at creating positive community change, particularly around disrupting the school to prison pipeline. Dr. Tucker is now qualified to train others in the community in the use of restorative

practices across a variety of settings and issues.

The CHRSJ co-sponsored a Restorative Justice Summit focused on education, planning and action. High school and college students, and community members gathered to talk about the flaws of capital punishment in the State of Florida and learned about Restorative Justice. Speakers included Sociology Professor and death penalty advocate Dr. Laura Finley, and Social Work Professor and behavioral health expert Dr. Ed Tucker.

### TRACKS Project Intergroup Dialogues

The TRACKS Project seeks to bring different groups of the campus community (students, staff, faculty) together to increase intergroup communication, educate about cultures and reduce prejudice. A group of faculty and students were trained at the Intergroup Dialogue Institute at the University of Michigan and brought the model back to Barry. TRACKS is named using the metaphor of the "railroad track" that can both serve 1) to divide (people on the "other side of the tracks") as well as 2) to offer a constructive path forward in improving campus climate. TRACKS uses the empirically-supported method of intergroup dialogue to engage the campus community in this endeavor. In 2015, four TRACKS series have been conducted on 1) race; 2) gender; 3) African-American/Caribbean-American; and 4) sexual orientation. This spring, more than 50 students participated in one of the three TRACKS Series about Ability, Race and Gender Identity. This fall, there will be three more series on Political Diversity, Sexual Orientation and Xenophobia. Over 20 students and staff have completed a TRACKS series. Additionally, TRACKS is devoted to a "train-the-trainer" model and has certified eight trainers in 2015.

### Work with Marginalized Communities Overtown

As a member of the Overtown Children and Youth Coalition (OCYC), Dr. McGhee, for the last three years has actively engaged in providing support and capacity building for the organizations establishment as a

Florida's Children's Initiative. In 2015, we received the designation and confirmed our work with the finalization of the OCYC Master Plan. The mission of the OCYC is to create the collective impact to empower Overtown children and youth to reach their full potential. The Master Plan "provides an investment blueprint for those seeking to allocate resources to improve outcomes for children, youth and their families who call Overtown home". It aspires to "leverage current community assets and maximize opportunities for private and public investment, the development of a dedicated source of revenue, philanthropy and building an asset bank of cash and in-kind contributions from a cross-sector group of stakeholders who desire to improve outcomes for all of Overtown's children". Dr. McGhee played an integral in shaping the dialogue, obtaining commitment, and presenting the plan to community members at community forums and Miami-Dade legislative panels.

### Liberty City

Under Dr. McGhee's leadership of the Academy for Better Communities Neighborhood technical assistance grant eight Barry University MSW student interns provided social work services to in-need children through Project Promise, an after school program led by the Miami Children's Initiative which is aimed at enhancing wellness among children and families in Liberty City. Project Promise is based in Charles R. Drew K-8 Center in the heart of Liberty City and is designed to provide students in grades K-5 with an engaging and fun after school experience. MSW interns support Project Promise's mission to promote improvement in academics while also supporting the child's self-worth, parental engagement, nutritional education, and attendance by implementing evidence based strategies for mental health and growth.







## Advancing Trauma Informed Research, Education & Practice

### Commitment to Trauma Informed Research, Education, and Practice

The CHRSJ has embarked on a community wide trauma-informed research, education, and practice initiative. In addition to our trauma-informed social work curriculum, we provide a number of trainings for our students and community partner agencies. For instance, we provided training in 2015 for DCF child protection managers in trauma-informed supervision. We hosted a screening of the award-winning film “Paper Tigers” which was attended by over 100 inter-disciplinary community agency representatives from the greater Miami and Fort Lauderdale metropolitan areas. The School’s faculty hosted a Substance Abuse and Mental Health Services Administration (SAMHSA) led TIC conference for faculty and social workers in our community. The follow up, train-the-trainer TIC program will take place in June by which SAMHSA will train 25 faculty to become SAMHSA TIC trainers. In May 2015, social work faculty will participate in a clinical trauma training program delivered by Dr. Eric Gentry of the International Association of Trauma Professionals. The school’s trauma informed research, education, and practice initiative will further enhance existing faculty expertise associated with addressing trauma at the individual, family, community and organizational levels.

### Paper Tigers: Building Momentum for Trauma Informed Care

The CHRSJ hosted a screening of the documentary, *Paper Tigers*. This award winning film examines the powerful impact and possibilities of trauma informed communities through its intimate look into the lives of students and the transformation of a learning environment at an alternative school that specializes in educating traumatized youth. The event was a huge success, with over 125 students, faculty and community leaders in attendance. Subsequent to viewing the film attendees participated in a guided discussion focused on the implementation of trauma-informed services within their own organizations. This event helped to build momentum for trauma informed care in our local agencies and served to highlight the role of the CHRSJ in providing trauma informed expertise and training within in the South Florida region.

### Research Partnerships

The CHRSJ’s trauma informed research, education, and practice expertise was solicited in regard to United Way of Broward County’s application to the Office of Minority Health’s Communities Addressing Childhood Trauma Grant Program. A letter of support was provided by the CHRSJ and if awarded, the CHRSJ will work collaboratively with the United Way of Broward County to educate community partners about the basic concepts of trauma and trauma-informed care, the prevalence and correlates of early adversity, the role of childhood trauma in the development of medical and psychosocial problems, and strategies for strengths-based assessments, trauma-informed counseling interventions, and trauma sensitive organizational practices, programs, and policies. The CHRSJ will provide technical assistance for community agencies, trauma informed training for mental health and social service professionals, and aid to lawmakers and civic leaders who are interested in developing or improving policies and programs responsive to the trauma related needs of minority and disadvantaged youth and their families exposed to chronic trauma.

**Trauma Informed Training and Technical Assistance**

The CHRSJ offers collaborative, individualized, and supportive education, training, and technical assistance focused on creating trauma informed health, mental health, education, criminal justice and social service organizations. The CHRSJ's standard trauma informed technical assistance protocol consists of (1) Trauma Informed Organizational Assessment, (2) Individualized Trauma Informed Care Training, and (3) Follow-up Coaching and Fidelity Check.

**Trauma Informed Organizational Assessment:**

Meet with key agency personnel and stakeholders as identified by the agency in order to co-conduct an organizational assessment and environment scan to:

- identify current level of engagement in trauma informed care practice
- immediate trauma informed care training needs
- strategies for long term commitment to delivering trauma informed care at the individual and organizational levels

**Trauma Informed Care Training:**

Develop and deliver trauma informed trainings which are:

- tailored to meet the individual needs of the organization and the specific client population(s) being served
- responsive to the existing level of trauma knowledge and expertise of agency personnel

**Follow up Trauma Informed Care Coaching and Fidelity Check:**

Meet with key agency personnel and stakeholders as identified by the agency in order to:

- co-assess the organization's fidelity associated with implementing newly learned trauma informed skills, strategies, and approaches
- develop strategies enhancing and/or maintaining fidelity
- identify possible areas for future trauma informed training and development

**Trauma Informed Care Specialists**

Dr. Levenson researches the impact and effectiveness of social policies and therapeutic interventions designed to reduce sexual violence. She has been a co-investigator or consultant on five grants funded by the U.S. Department of Justice. Most recently, her research endeavors have focused on the prevalence and impact of adverse childhood experiences and their relationship to adult health, mental health, and criminal outcomes. She has published over 100 peer-reviewed articles, several of which have been about the relationship of early trauma to adult functioning and the implications for trauma-informed care. As a treatment provider, Dr. Levenson is an active licensed clinical social worker providing counseling services for victims and perpetrators of interpersonal violence and others with trauma-based disorders. She is frequently invited to present at various state and local national conferences as a keynote speaker about trauma-informed care in clinical, correctional, and forensic settings. In March 2016 she traveled to Auckland New Zealand where she provided TIC training for clinical and forensic psychologists.

Dr. Edmon Tucker is an Assistant Professor in the School of Social Work at Barry University. He teaches several trauma-related courses including Clinical Social Work Interventions in Behavioral Health and Introduction to Trauma & Resiliency. Dr. Tucker draws from several years of clinical experience helping clients resolve trauma. A presenter at national and regional conferences, Dr. Tucker frequently trains therapists how to utilize mindfulness in their work with clients experiencing trauma-induced symptoms. He is also the co-founder of Barry University's Post-Master's Certificate in Mindfulness and Therapeutic Practice. Dr. Tucker recently received a grant from Barry University to become certified in Rapid Trauma Resolution, a cutting-edge approach to healing trauma.

**Trauma Informed Care Community Trainings**

The CHRSJ's first trauma informed care training for the community was delivered by Dr. Tucker on June 15 and June 17, 2016 to community providers at Douglas Gar-

dens Community Mental Health Center (DGCMHC). This training was aimed at supporting DGMHC in their efforts to better attend trauma-based needs and experiences among clients accessing their services.

**Engaging the Community in Partnership**

Of fundamental importance to the CHRSJ are collaborative partnerships with community members, organizations, and university faculty, staff and students. The CHRSJ values equally the voices of all community members and commits to work in authentic, mutually beneficial partnership with the communities being served. The following organizations worked in partnership with the CHRSJ during the 2015-2016 year:

**Aqua Foundation:** The aqua foundation for women serves and supports the lesbian, bisexual, and transgender community in south Florida through grants, scholarships, and initiatives. The CHRSJ will host Aqua Foundation's yearly TransCon event in March on the Barry Campus. Dr. Austin is on the TransCon planning committee and attends monthly planning meetings.

**Ark of Freedom:** The Ark of Freedom is male and transgender focused global force in the battle against human trafficking and the exploitation of children. The CHRSJ is working to support this organization during its early phases of development, outreach and intervention in the community.

**Barry University Social Justice Interest Group:** Dr. Austin, Dr. McGhee and Ms. Carolina Rios are both members of this ad-hoc group led by the Director of Campus Ministry and Office of Mission Engagement.

**Fanm Ayisen nan Miyami-Haitian Women of Miami (FANM):**

FANM's mission is to socially and politically empower Haitian women and their families, as well as facilitate their adjustments to South Florida. Dr. Tisa McGhee partners with FANM to provide technical assistance and consulting services.

**Life of Freedom:** The Life of Freedom is dedicated community resource that offers free support and restorative programs for female survivors of sexual ex-

ploitation and human trafficking. Professor Zaoui is on the board of the Life of Freedom and the CHRSJ has collaborated with this organization on a variety of human trafficking initiatives including the Stand for Hope concert.

**Local Transgender Community:** Dr. Austin works collaboratively with the local transgender community (youth and adults) to ensure that all advocacy, research, and community action that comes out of the CHRSJ is truly grounded in the needs of our local transgender community. This is most evident in our yearly TDORR event hosted by the CHRSJ.

**Miami Children's Initiative:** Miami Children's Initiative in Liberty City transforms the lives of the children and families in the community by providing a unified system of support, education and care that begins before birth and extends through college and career. Dr. Tisa McGhee partners with Miami Children's Initiative through a program which provides technical assistance to local agencies and support to youth and families using interns to provide trauma informed services.

**Overtown Youth Center:** Overtown Youth Center's mission to inspire and empower youth and families by fostering hope through enrichment services, by exposing youth to numerous resources and opportunities that will aid in their educational and social development so they will ultimately become positive contributing citizens. Dr. Tisa McGhee partners with Overtown Youth Center to provide technical assistance, training, and support.

**Power U:** Power U is a center for organizing and developing the leadership of Black and Brown youth and Black women in South Florida so that they may help lead the struggle to liberate all oppressed people. The CHRSJ partnered with Power U on two important initiatives (The Angela Davis event and the 4 day intensive Restorative Justice Training) during the fall. Dr. Tucker was trained in restorative justice practices. Dr. Tucker and Dr. Austin will continue to work collaboratively with Power U to serve the CHRSJ mission.





**Safe Schools South Florida:** Safe Schools South Florida aims to create safe schools where all students can learn and thrive, regardless of real or perceived sexual orientation, gender identity or gender expression--their own or that of their parents/guardians. Dr. Austin and Stephen Ferrante secured funding for the CHRSJ from Safe Schools to provide consultation and capacity building in January 2016 to ensure that their organization continues to be able to support the needs of local LGBTQ students in South Florida. The CHRSJ will continue to develop this partnership.

**SAVE:** SAVE is South Florida's leading organization dedicated to protecting people who are lesbian, gay, bisexual, and transgender (LGBT) against discrimination. The CHRSJ and BUSSW serve as the host site for SAVE's canvassing efforts aimed at raising awareness about and eliminating stigma toward the transgender community. These efforts are part of an initiative to promote transgender equality in Miami-Dade County, as well as part of a national research project aimed at changing anti-transgender attitudes, beliefs, and behaviors. [http://www.nytimes.com/2016/04/10/magazine/how-do-you-change-voters-minds-have-a-conversation.html?rref=collection/sectioncollection/magazine&action=click&contentCollection=magazine&region=rank&module=package&version=highlights&contentPlacement=1&pgtype=sectionfront&\\_r=1](http://www.nytimes.com/2016/04/10/magazine/how-do-you-change-voters-minds-have-a-conversation.html?rref=collection/sectioncollection/magazine&action=click&contentCollection=magazine&region=rank&module=package&version=highlights&contentPlacement=1&pgtype=sectionfront&_r=1)

**TransLatin@Coalition/Arianna's House:** The mission of TransLatin@ Coalition is to advocate for the specific needs of the Trans Latin@ community that resides in the U.S.A. and to plan strategies that improve our quality of life and their is to amplify education and resources to promote the empowerment of Trans leaders. Dr. Austin partners regularly with the director of Florida TransLatin@ Coalition, Ms. Arianna Lint to provide transgender affirmative training, education, and awareness building in the South Florida area. The CHRSJ is also partnering with Ms. Lint to build capacity and promote the sustainability of the Florida chapter of this national coalition. Supporting and fostering the leadership of or-

ganizations by members of oppressed and marginalized groups (e.g., transgender women of color)is key component of the CHRSJ's community engagement approach.

**Urgent Inc.:** Urgent Inc. in Overtown is a youth and community development organization dedicated to empowering young minds to transform their communities. Guided by the principles of innovation, growth and transformation URGENT sees young people as the drivers of change and works to provide empowering opportunities to create the next generation of social change agents. Dr. Tisa McGhee has a longstanding community partnership aimed at promoting health and wellness among the community's youth.

**Where We are Going**

Through diligent and collaborative work, the CHRSJ team developed a strategic agenda to guide our efforts for 2016 and 2017 (see Appendix A). The primary goals are to: raises awareness locally and globally about key human rights and social justice issues and demonstrate expertise and excellence in key human rights and social justice areas. We have several exciting strategies in place to ensure that we accomplish these goals. Based on the success and positive outcomes associated with our inaugural year, the CHRSJ will provide continued support for several programs including: The Human Trafficking Summit, PRIDE Week, Restorative Justice, Sexual Assault Awareness Week, Transgender Day of Remembrance and Resilience, and TRACKS. In addition, CHRSJ will expand our commitment to Combatting Human Trafficking through the development of a part-time **Human Trafficking Fellowship Program**.

**The CHRSJ Human Trafficking Fellowship Program** is based in social justice and human rights work, which aims to promote innovative scholarship, research, educational programming and community based events focused on combatting human trafficking and modern day slavery.

Given CHRSJ focus on anti-oppressive practice and community collaboration, it is expected that this fellowship will help give voice to the range of perspectives, experiences, and needs of victims and survivors of human trafficking. Moreover, discourse, scholarship and educational opportunities emanating from this fellowship will reflect a commitment to critical pedagogy, anti-oppression, and trauma informed care.

**Capacity to Advance Trauma informed Care**  
During the coming year, the CHRSJ aims to expand its Trauma Informed Care (TIC) Technical Assistance and Consulting capacity in three primary ways: (1) the development of a post graduate TIC certificate and/or CEU program(s);(2) standardization and formalization of TIC training and procedures and materials in order to provide trainings in a variety of formats and across a multitude of settings in South Florida; and (3) expanding the base of TIC specialists affiliated with the CHRSJ. This is an important area of growth for the CHRSJ as it will build the CHRSJ's reputation as TIC experts and provide an ongoing source of funding which will help sustain the CHRSJ for the long term.

**Appendix A**

THE CENTER FOR HUMAN RIGHTS AND SOCIAL JUSTICE  
STRATEGIC PLAN 2016 - 2017

The Center for Human Rights and Social Justice initiates this strategic plan to guide its activities and advancement. This strategic plan represents critical priorities for Center development and sustainability.

MISSION STATEMENT
Advance crucial human rights and social justice initiatives for our local and global communities through targeted education, research, service, and leadership
VISION STATEMENT
Become recognized thought leaders in the following key human rights and social justice initiatives: <ul style="list-style-type: none"><li>▪ Combatting Human Trafficking</li><li>▪ Preventing Sexual Victimization</li><li>▪ Creating Inclusivity for Diverse Sexual Orientations and Gender Identities</li><li>▪ Advancing Trauma Informed Research, Education, and Practice</li><li>▪ Promoting Wellness in Marginalized Communities</li></ul>
PHILOSOPHICAL FRAMEWORK
The Center for Human Rights and Social Justice maintains the following values: <ul style="list-style-type: none"><li>▪ Learning</li><li>▪ Leadership</li><li>▪ Community</li></ul>



GOALS				
GOAL 1	Raise awareness about key human rights and social justice issues			
GOAL 2	Demonstrate expertise and excellence in key human rights and social justice areas			
OBJECTIVES				
OBJECTIVE 1	Provide diverse educational offerings throughout the academic year			
OBJECTIVE 2	Establish community partnerships to advance human rights and social justice			
OBJECTIVE 3	Conduct, disseminate, and/or highlight human rights and social justice focused research and scholarship			
OBJECTIVE 4	Establish a Center technical assistance portfolio for consultation engagements			
OBJECTIVE 5	Obtain Ware Foundation commitment for continuation funding			
OBJECTIVE 6	Develop and execute a Center marketing campaign			
OPERATIONAL PLAN				
OBJECTIVE 1: Provide diverse educational offerings throughout the academic year				
STRATEGIES	RESPONSIBILITY	TIME FRAME	SUCCESS MEASURE	PROGRESS
Determine faculty interest and expertise in providing human rights and social justice educational programming	Center Director	September 2016	Inventory of faculty resources	
Identify experts and media for human rights and social justice focused educational programming	Initiative Co-Leads	September 2016	Inventory of presentation resources	
Establish an annual calendar of educational programming that covers each key human rights and social justice initiative and aligns with the academic year (lectures, workshops, webinars, podcasts, films, etc.)	Initiative Co-Leads	October 2016	Complete annual educational programming calendar	
Offer educational programming in accordance with established calendar, inviting students; faculty; field advisors, educators, and placement agencies; and community representatives	Center Director Initiative Co-Leads School Faculty Invited Presenters	April 2017	One annual completed educational offering in each of the key human rights and social justice initiatives	
Evaluate educational programming	Center Director Initiative Co-Leads	May 2017	Analyzed evaluation data	
Determine future activities associated with educational programming	Center Director Initiative Co-Leads	June 2017	Identified future activities associated with educational programming	
Determine faculty interest in establishing a human rights and social justice focused CEU Program	Center Director	September 2016	Inventory of faculty interest	
Determine faculty compensation for contributions	School Dean Center Director	September 2016	Established faculty compensation	
Identify focus of CEU Program	Center Director Initiative Co-Leads	October 2016	Determined CEU Program focus	
Determine format for CEU Program	Initiative Co-Leads School Faculty	October 2016	Established CEU Program format	
Design CEU Program	Initiative Co-Leads School Faculty	December 2016	Completed CEU Program curriculum	
Determine tuition for CEU Program	School Dean	December 2016	Established CEU Program tuition	
Offer CEU Program	Initiative Co-Leads School Faculty Invited Presenters	April 2017	Completed CEU educational offering	
Evaluate the outcome of the CEU Program	Initiative Co-Leads School Faculty Center Director School Dean	May 2017	Analyzed CEU Program data and evaluation	

Determine future activities for CEU Program	Initiative Co-Leads School Faculty Center Director School Dean	June 2017	Identified future of CEU Program / CEU programming	
Determine faculty interest in establishing a human rights and social justice focused Certificate Program	Center Director	September 2016	Inventory of faculty interest	
Determine faculty compensation for contributions	School Dean Center Director	September 2016	Established faculty compensation	
Identify focus of Certificate Program	Center Director Initiative Co-Leads	October 2016	Determined Certificate Program focus	
Determine format for Certificate Program	Initiative Co-Leads School Faculty	October 2016	Established Certificate Program format	
Design Certificate Program	Initiative Co-Leads School Faculty	December 2016	Completed Certificate Program curriculum	
Determine tuition for Certificate Program	School Dean	December 2016	Established Certificate Program tuition	
Offer Certificate Program	Initiative Co-Leads School Faculty Invited Presenters	April 2017	Completed Certificate educational offering	
Evaluate the outcome of the Certificate Program	Initiative Co-Leads School Faculty Center Director School Dean	May 2017	Analyzed Certificate Program evaluation data	
Determine future activities for Certificate Program	Initiative Co-Leads School Faculty Center Director School Dean	June 2017	Identified future of Certificate Program / Certificate programming	
NOTE: CEU and/or Certificate Program dependent on interest and may constitute an educational offering within annual event calendar				
OBJECTIVE 2: Establish community partnerships to advance human rights and social justice				
STRATEGIES	RESPONSIBILITY	TIME FRAME	SUCCESS MEASURE	PROGRESS
Establish memorandum of understanding (MOU) template for community partnerships	Center Director	August 2016	Completed MOU template	
Identify community organizations for potential partnership, including among existing field placement agencies	Initiative Co-Leads	September 2016	Listing of potential community organizations for partnership	
Select at least one community organization for each key human rights and social justice initiative	Initiative Co-Leads	September 2016	Selected community organizations for partnership	
Initiate relationship with community organizations	Initiative Co-Leads	October 2016	Established community agency relationships	
Formalize partnership with community organizations, determining collaboration focus and activities	Initiative Co-Leads	November 2016	Completed community partnership MOUs	
Engage in agreed upon collaborative and mutually beneficial activities	Initiative Co-Leads	November 2016	Completed community partnership activities	
Track and document partnership activities and impact	Initiative Co-Leads	March 2017	Report of community partnership activities and outcomes	
Evaluate outcome and benefits of collaboration	Initiative Co-Leads	March 2017	Analyzed collaboration data	
Reinforce and sustain effective collaborative partnerships	Initiative Co-Leads	April 2017 and ongoing	Strengthened community collaborations	

<b>OBJECTIVE 3:</b> Conduct, disseminate, and/or highlight human rights and social justice focused research and scholarship				
STRATEGIES	RESPONSIBILITY	TIME FRAME	SUCCESS MEASURE	PROGRESS
Inventory faculty research interests	Center Director	September 2016	Listing of faculty research interests	
Identify research opportunities focused on key human rights and social justice initiatives	Initiative Co-Leads	September 2016 and ongoing	Documented research and scholarship opportunities	
Explore grant opportunities to support research	Initiative Co-Leads	September 2016 and ongoing	Identified relevant grant opportunities	
Engage in research and scholarship among faculty, students, and community partners	Initiative Co-Leads School Faculty	September 2016 and ongoing	Conducted research and scholarship	
Disseminate research through publications in peer-review journals and other professional venues (newsletter, op-ed, etc.)	Initiative Co-Leads School Faculty	September 2016 and ongoing	Published research with at least one publication for each key initiative	
Post published research and scholarship on Center website	Center Director	October 2016 and ongoing	Posted research and scholarship	
Present research and scholarship at conferences and professional meetings	Initiative Co-Leads School Faculty	October 2016 and ongoing	Completed presentations	
Collect and document all faculty research and scholarship achievements annually	Center Director	April 2017	Annual report of faculty research and scholarship	
Evaluate research and scholarship accomplishments, using evaluation findings to strengthen future efforts	Center Director Initiative Co-Leads School Faculty	May 2017	Analyzed and discussed evaluation results	
<b>OBJECTIVE 4:</b> Establish a Center technical assistance portfolio for consultation engagements				
STRATEGIES	RESPONSIBILITY	TIME FRAME	SUCCESS MEASURE	PROGRESS
Inventory faculty expertise for consultation engagements	Center Director	September 2016	Listing of faculty interest and resources	
Inventory existing School work products for consultation engagements	Center Director	September 2016	Listing of current consultation materials	
Determine faculty compensation for consultation engagements	School Dean Center Director	September 2016	Established faculty compensation	
Select Center key initiatives in which consultation can be offered	Center Director Initiative Co-Leads	October 2016 and ongoing	Selected consultation focus areas	
Identify technical assistance materials (toolkits, guides, curricula) to develop for consultation engagements	Center Director Initiative Co-Leads	October 2016 and ongoing	Determined consultation materials to create	
Develop consultation materials as determined	Initiative Co-Leads	November 2016 and ongoing	Created consultation materials	
Market consultation offerings	Initiative Co-Leads	November 2016 and ongoing	Published marketing materials	
Engage communities entities in consultation projects	Initiative Co-Leads	January 2017 and ongoing	Engaged consultation clients/partners	
Conduct consultation engagements	Initiative Co-Leads	April 2017 and ongoing	Completed consultation projects	
Document consultation experiences	Center Director Initiative Co-Leads	May 2017	Annual consultation report	
Evaluate outcome of consultations engagements, including for future activities	Center Director Initiative Co-Leads	June 2017	Analyzed and discussed consultation experiences	

<b>OBJECTIVE 5:</b> Obtain Ware Foundation commitment for continuation funding				
STRATEGIES	RESPONSIBILITY	TIME FRAME	SUCCESS MEASURE	PROGRESS
Prepare report for Ware Foundation on Center activities and accomplishments	Center Director School Dean	May 2016	Completed report for Ware Foundation	
Provide report to Ware Foundation	Center Director School Dean	June 2016	Submitted report to Ware Foundation	
Determine Ware Foundation requirements for continuation funding	Center Director School Dean	July 2016	Documented continuation funding requirements	
Fulfilled continuation funding requirements	Center Director School Dean	October 2016	Accomplished continuation funding requirements	
Obtain commitment to Ware Foundation for continuation funding	Center Director School Dean	December 2016	Committed Ware Foundation continuation funding	
<b>OBJECTIVE 6:</b> Develop and execute a Center marketing campaign				
STRATEGIES	RESPONSIBILITY	TIME FRAME	SUCCESS MEASURE	PROGRESS
Determine desired and effective branding strategy for Center	Center Director School Dean Marketing Lead	May 2016	Documented branding plan	
Identify marketing activities to publicize Center	Marketing Lead	May 2016	Documented marketing strategies	
Draft annual marketing campaign for Center	Marketing Lead	June 2016	Completed marketing plan	
Obtain resources to support marketing	Center Director School Dean	June 2016 and ongoing	Secured funding and resources	
Execute marketing campaign	Marketing Lead	July 2016 and ongoing	Completed marketing campaign	
Enhance Center website (leadership and faculty, partners, resources, offerings, infographics, briefs, news, events calendar, photos, donation tab etc.)	Marketing Lead	July 2016 and ongoing	Updated website	
Evaluate outcome, including for future Center marketing	Center Director Marketing Lead	May 2017	Analyzed and discussed marketing results	
<b>CENTER RESOURCES</b>				
<b>KEY INITIATIVE</b>			<b>LEADS</b>	
Combatting Human Trafficking			Sambra Zaoui, LCSW	
Preventing Sexual Victimization			Dr. Jill Levenson	
Creating Inclusivity for Diverse Sexual Orientations and Gender Identities			Dr. Ashley Austin and Dr. Ed Tucker	
Advancing Trauma Informed Research, Education, and Practice			Dr. Jill Levenson and Dr. Eva Nowakowski-Sims	
Promoting Wellness in Marginalized Communities			Dr. Tisa McGhee, Dr. Mitch Rosenwald, and Dr. Ed Tucker	
Center Director			Dr. Ashley Austin	
Center Marketing			Carolina Rios	
Center Administration			Yvonne Alonso	
<b>FUNDING SOURCE</b>		<b>AMOUNT</b>	<b>ALLOCATION FOCUS</b>	



## Appendix B

### THE CENTER FOR HUMAN RIGHTS AND SOCIAL JUSTICE MARKETING PLAN 2016 – 2017

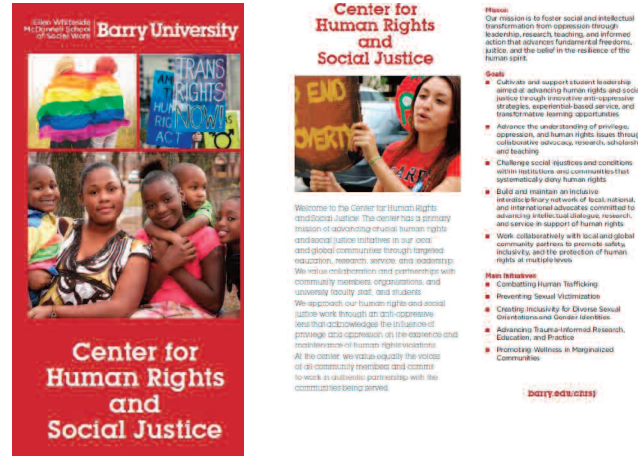
#### Strategic plan goals:

- Raise awareness about key human rights and social justice issues
- Demonstrate expertise and excellence in key human rights and social justice areas
- Objective: Develop and execute a Center marketing campaign

GOAL 1.	Increase brand awareness of the Center locally and nationally.
	Explore PR opportunities to showcase faculty "expertise" in each initiative <ul style="list-style-type: none"><li>Focus on South Florida, local reporters, radio hosts, etc.</li></ul>
	Identify Social Justice & Human Rights conferences and explore possibilities of advertisement/sponsorship
	Develop collateral marketing materials that support the Center's image <ul style="list-style-type: none"><li>Pop-Up Banner</li><li>Brochure</li><li>Evaluation Reports</li><li>Community Resources: Toolkits</li><li>Visual Images (photos) showcasing social justice and human rights issues</li><li>Promotional Materials</li></ul>
	Establish our presence at Barry University <ul style="list-style-type: none"><li>Send mass email announcing website launch</li><li>Constantly communicate events and educational opportunities through Bucwis, Studentweb, social sites, websites, mass email campaigns to students, faculty, adjunct faculty, alumni and field cencies</li><li>Continue collaboration and participation with other key departments (CCSI, Student Affairs)</li><li>Support through marketing the Center's "Launch" event</li></ul>
GOAL 2.	Have a constant online presence that is relevant and content-driven through several vehicles and is consistent with events happening school-wide
	Make website "second editing" and submit to Marketing
	Through the SSW social media sites (Facebook, Twitter, Instagram and Youtube), continue to develop an online community that is invested in various social justice and human rights issues.
	Have the Center's Director be an online ambassador by creating a culture where there is online engagement with students and their peers through twitter and/or facebook.
	Through the SSW "Living the Mission" bi-monthly newsletter, Include news related to the Center on our bimonthly newsletter distributed to all of our contacts (include prospective, alumni, agency-partners, Barry University community, and students)
	Develop contact content thorough the creation of a blog <ul style="list-style-type: none"><li>Create blog to be connected to the Center for Human Rights and Social Justice.</li><li>Monthly content creation around different issues linked to general calendar.</li><li>Include faculty from this and other schools and subject matter experts in topics relevant to Social Work, Miami and its communities and social justice issues</li><li>Explore ways in which Faculty can utilize the blog as part of their assignments to generate student engagement</li></ul>
	Contribute to the SSW Podcast Series by including subject matter experts in topics relevant to the Center's 5 main initiatives
	Produce "Welcome video" from the Director of the Center
Goal 3.	Explore additional funding to support marketing and communication strategies aligned with the Center's mission statement and 2 main goals
	Explore Public Service Announcement federal / private grants
	Social Justice through the lens photography project
	Ware Foundation additional funding specifically for communications and awareness
	Culturally competent community resources/toolkit project

## Appendix C

### Brochure



### Website: [barry.edu/chrsj](http://barry.edu/chrsj)



## Appendix D

		ORIGINAL BUDGET		
PERIOD: July 1, 2015 – June 30, 2016				
ORGANIZATION NAME		Barry University School of Social Work Center for Human Rights and Social Justice		
Cost Type	Budget Category	Sources		
		Ware Foundation	Barry University School of Social Work	Totals
SALARY	PERSONNEL			
	Director, Center	\$70,000	\$15,000	\$85,000
FRINGES	Director, Center	\$23,715	\$4,325	\$28,040
	Administrative Assistant	\$0	\$9,750	\$9,750
	Associate Dean	\$0	\$5,250	\$5,250
	Dean, School of Social Work	\$0	\$6,761	\$6,761
	Manager of Operations	\$0	\$2,650	\$2,650
	Recruitment Coordinator	\$0	\$11,250	\$11,250
	SUB-TOTAL DIRECT	\$93,715	\$54,986	\$148,701
Professional Development		\$2,813	\$0	\$2,813
Printing and Publications		\$0	\$2,739	\$2,739
Supplies and Space		\$0	\$9,991	\$9,991
Human Rights Projects		\$6,054	\$2,250	\$8,304
Local Travel		\$0	\$195	\$195
	TOTAL ADMINISTRATIVE/INDIRECT	\$8,866	\$15,175	\$24,042
	TOTALS	\$102,581	\$70,161	\$172,743





# Barry University

School of Social Work | Center for Human Rights and Social Justice