

## RESEARCH INTERESTS

Effects of Intergenerational Trauma and Healing

Culturally and Identity Affirming Clinical Interventions and Community-Based Practices

History of Traditional Indigenous and African Diaspora healing frameworks

The Role of Social and Cultural Norms in BIPOC Mental Health Socialization and Disparities

LGBTQ+ Health and Well-Being

Career Development, Education Access, and Economic Empowerment among BIPOC Adolescents/Adults

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## EDUCATION

**Tennessee State University**

*Doctor of Philosophy*

Counseling Psychology

**Nashville, TN**

Beginning August 2025

**University of Michigan, School of Social Work**

*Master of Social Work*

Population focus: Youth & Families

Specialization: Interpersonal Practice & (K-12) School Social Work

GPA: 3.74

**Ann Arbor, MI**

August 2019- December 2020

**University of Michigan, College of Literature Science, and the Arts**

*Bachelor of Arts*

Majors: Political Science & Afro-American and African Studies

**Ann Arbor, MI**

June 2011 – May 2015

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## GRANTS, SCHOLARSHIPS, AWARDS

Trans Justice Funding Project Grant Recipient \$10,000

2023, 2024

Ruth Ellis Center 1<sup>st</sup> LGBTQ+ Trailblazer Honoree

2022

HRSA Behavioral Health and Primary Care Scholar \$20,000

2019-2020

School of Social Work Dean's Mission Scholarship \$20,000

2019-2020

Caren Kaplan Scholar \$5,000

2020

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## PROFESSIONAL CERTIFICATIONS & LICENSES

- ✓ State of Michigan Limited License Master of Social Work
- ✓ Mental Health First Aid
- ✓ Child & Adolescent Functional Assessment Scale
- ✓ Preschool And Early Childhood Functional Assessment Scale
- ✓ R340.1012. Michigan Temporary Approval For PK-12 School Social Work

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## RESEARCH PROJECTS, PUBLICATIONS, & PRESENTATIONS

Triggered: U-M Institute for Firearm and Injury Prevention funded an exploratory study to understand factors related to firearm violence among LGBTQ+ youth and young adults of color in the Detroit Metro Area; involved in analysis and dissemination. Project Complete.

King, W., Ubong, IA., Monro, D., Scott, K., Strunk, S., **Stephenson, J.**, Jadwin-Cakmak, L., Everhart, A., Gamarel, K. [ 2025] "Triggered: Qualitatively exploring structural and social drivers of firearm violence exposure among LGBTQ+ young adults of color in Detroit" *Social Science & Medicine*. SSM-D-25-0256. Submitted Publication.

Gamarel, K., Jadwin-Cakmak, L., King, W., Ubong, IA., Everhart, A., Monroe, D., **Stephenson, J.**, Best, J., Scott, K., Strunk, S., Conron, K., Carter, P., Zimmerman, A. [2025] “Navigating firearm violence: A mixed-methods investigation into the experiences of LGBTQ+ adolescents of color” *Health Education and Behavior*. Manuscript In Progress.

Reimagining Care, Together NIH funded an exploratory study and peer support health intervention for transgender and nonbinary (TGNB) people accessing gender affirming care and hormone initiation; involved in intervention design and dissemination.

Martin, C., Kinnear, H., Reynolds, J., Harfmann, R., Gamarel, K. Korchnack, K., Steinfield, Z., **Stephenson, J.**, Ubong, IA., Akinleye, M., Stroumsa, D., [2025, October] “Development Of A Peer Support Intervention For Transgender Community Members Accessing Gender Affirming Hormones” *The American Society for Reproductive Medicine (ASRM) Scientific Congress & Expo*. San Antonio, Texas. Abstract Presentation.

Stroumsa, D., **Stephenson, J.** [2024, April] “Gender Identity and Health Equity 101”. *MICHR Community and Health Equity Symposium*, Ann Arbor, MI. Facilitated Session.

Stroumsa, D., Martin, C., Steinfield, Z., Kinnear, H. M., Ubong, IA., Ballard, J., **Stephenson, J.** [2024, April] “Reimagining Care, Together: Trans Peer Involvement in Developing Trans Peer Support.” *MICHR Community and Health Equity Symposium*, Ann Arbor, MI. Poster Presentation.

SeCuRE Trial – Strengthening Community Responses to Economic Vulnerability Among Trans Women: NIH funded microeconomic intervention among trans women of color living in Detroit, MI to improve economic well-being and HIV care and prevention outcomes; involved in peer educator and mentor training, intervention design-career development workshops, participant engagement and interviews, analysis, and dissemination. Project Complete.

Gamarel, K., Jennings Mayo-Wilson, L., Jadwin-Cakmak, L., Reyes, L., Monroe, D., Ubong, IA, Sullivan, S., Abad, J., Poindexter, J., Harris, H., Riser, C., **Stephenson, J.**, Ortiz, G., Peitzmeier, S., Neilands, T., & Poteat, T. [2024] “Strengthening community responses to economic vulnerability (SeCuRE): A protocol of an HIV status-neutral pilot randomized clinical trial with transgender women of color in Detroit, Michigan.” *Pilot and Feasibility Studies*. Accepted Publication.

Gamarel, K., Jennings Mayo-Wilson, L., Jadwin-Cakmak, L., Reyes, L., Monroe, D., Ubong, IA, Sullivan, S., Abad, J., Poindexter, J., Harris, H., Riser, C., **Stephenson, J.**, Ortiz, G., Peitzmeier, S., Neilands, T., & Poteat, T. [2024, September] “Strengthening community responses to economic vulnerability (SeCuRE): A Microeconomic Intervention for Transgender Women of Color.” *Health Behavior and Health Equity Symposium*, Ann Arbor, MI. Poster Presentation.

Let’s Be: NIH funded group- and individual-level intervention for Trans Woman of Color healing and taking care of their health to impact HIV prevention and continua outcomes; involved in IRB protocol and intervention design, national multi-site coordination, peer health educator training. Project Paused.

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## RESEARCH EXPERIENCE

Wayne State University Center for Urban Studies

Detroit, MI

Research Technician

March 2025-Present

- Evaluates special education programs by implementing performance metrics and conducting a multi-modal survey of ~100,000 parents across Michigan, to assess and improve service delivery for children with developmental delays or disabilities.

- Collects data through phone and in-person interviews using Computer Assisted Telephone Interviewing (CATI), Qualtrics, and Microsoft Excel, adhering to established protocols and procedures.

### **University Of Michigan Health Behavior and Health Equity**

*Resilience and Resistance Collective Research Coordinator*

**Ann Arbor, MI**

October 2023-Present

- Conducts clinical community-engaged research by implementing interventions and evaluating programming centering on health and well-being among LGBTQ+ adolescents and adults in Detroit and New York City.
- Co-designs project intervention manuals, surveys, and project IRB protocols.
- Supervises and establishes training methods for research peer health educators to ethically and effectively execute research interventions, engage with participants, and bolster partnerships at the clinical site.
- Quality checks transcription, codes, and analyzes qualitative interviews using thematic analysis to explore identity development, health access, complex barriers, and career decision-making among LGBTQ+ and BIPOC participants.
- Utilizes research management software, including Qualtrics, Ripple, and REDcap, to organize project tasks and design/analysis of participant data.

### **University of Michigan Medicine**

*POSIT Research Community Advisory Board Member*

**Ann Arbor, MI**

January 2024-Present

- Provides consultation, support, and expertise on research project intervention to support sexuality and gender minorities in health studies with a focus on peer-led interventions and affirming care.

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## **CLINICAL & CASE MANAGEMENT EXPERIENCE**

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### **Ruth Ellis Center for LGBTQ+ Youth**

*Interim Lead Health Navigator*

**Highland Park, MI**

October 2021-August 2022

- Collaborated with integrated healthcare providers to coordinate direct services for primary and gender-affirming care, PrEP for HIV prevention, STD/STI treatment, comprehensive sexual health education, substance use treatment, and behavioral health.
- Provided case management referrals to community social services, connecting patients to housing, food, clothing, employment, education, and life skills programs.
- Facilitated health education to reduce fears and build patients' understanding of care to increase self-advocacy, medication, and appointment compliance.

### **Radical Well-Being Center**

*Clinical Therapist*

**Southfield, MI**

September 2021-May 2023

- Provided counseling, psychoeducation, and coping tools to individuals experiencing mental health, substance use, grief, trauma, discrimination, LGBTQ+ identity concerns, and interpersonal conflicts.
- Utilized a variety of psychosocial assessments and interventions to diagnose and support the needs of clients, such as PHQ-9, GAD-7, CAGE, VI-SPDAT, ACE, HSI, trauma-informed care, cognitive behavioral therapy, parent management training, social-emotional learning, and motivational interviewing.
- Composed letters of support for clients needing gender-affirming care and disability accommodations.

### **Art With Impact**

*Black Mental Health Matters Facilitator*

**San Francisco, CA**

July 2021-April 2022

- Facilitated culturally based healing workshops designed to reduce the stigma and raise awareness about mental health on college campuses across the US.
- Counseled allies on ways to challenge white supremacy and increase empathy and support in campus communities.

**Detroit Wayne Integrated Health Network****Detroit, MI***Reach Us, Detroit Counseling Intern*

June 2020-December 2020

- Assisted in the advancement of a free and citywide virtual crisis line launched specifically to offer support during COVID-19.
- Delivered psychotherapy interventions such as CBT and trauma-informed care to youth and adults experiencing unique challenges impacting their mental/behavioral health and access to basic needs.
- Developed and implemented procedural protocol for clinical documentation to ensure proper maintenance of client records and continuation of appropriate services in the future.

**The Children's Center****Detroit, MI***General Behavioral Health Clinical Intern*

January 2020-June 2020

- Strategized with a care team of clinical social workers, medical physicians, and psychologists to integrate an individualized treatment plan.
- Co-led cornerstone group focused on preparing adolescents in their transitions to adulthood through skill-building programming centering on psychoeducation and positive youth development.
- Cultivated COVID-19 social services and community resource guide for the department to reduce barriers to care as a result of the pandemic and continued inequities.

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**CAREER DEVELOPMENT & EDUCATION ACCESS EXPERIENCE**

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**Wolverine Pathways****Ann Arbor, MI***College Prep Instructor*

September 2021- December 2024

- Contributed to providing support and removing barriers that impact access to college and career opportunities for diverse high schoolers living in the Metro Detroit area.
- Provided interventional support to scholars on college preparatory topics through workshops and advised 24 students during office hours and in small group settings.
- Tracked scholar engagement and goals via attendance, homework submissions, college applications, and career aptitude testing to assess learning progress.

**Ruth Ellis Center for LGBTQ+ Youth****Highland Park, MI***Program Manager*

August 2022-August 2023

- Coordinated programs specific to economic empowerment and social development for BIPOC and LGBTQ+ job seekers living in Metropolitan Detroit.
- Engaged and trained community partners in developing DEI initiatives with an emphasis on affirming SOGIE, increasing accessibility and accommodations, and fostering trauma-informed and justice-oriented workplace and training practices.
- Conducted participant focus groups, designed surveys, and reviewed evidence-based literature to inform program development.
- Recruited and maintained program participants utilizing assessments, one-on-one motivational interviewing, and strengths-based goal achievement models.
- Supervised community partners, collegiate-level professional interns, and 30+ program participants utilizing a reflective and engaged coaching approach.
- Wrote program funding proposals, maintained grant reporting, and oversaw program budget.

**Ozone House****Ann Arbor, MI***Education Coordinator & Pridezone Facilitator*

November 2017- September 2019

- Coordinated direct services, education provisions, case management, and community resources to support youth and families per the McKinney-Vento Homeless Act
- Conducted emergency intakes, including biopsychosocial assessments for youth actively experiencing homelessness or unsafe situations to enter residential housing programs.

- Managed outreach, educational activities, and community referrals designed to promote support services to LGBTQ+ youth.

## **Michigan College Advising Corps**

*Advisor*

**Ann Arbor, MI**

June 2016- June 2017

- Developed and implemented college access and readiness programming for 150+ high school students and their families in Battle Creek, MI, with complex barriers to post-secondary success.
- Guided students through self-exploration and decision-making to help align academic goals and career interests.

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## **LEADERSHIP EXPERIENCE**

### **BIPOC Beyond the Binary**

*Co-Founder*

**Detroit, MI**

2022-Present

- Mobilizes systemic and personal healing care models that guide diversity, equity, and inclusion through culturally relevant, LGBTQ+ affirming, accessible, and trauma-informed practices.
- Facilitates a social group to build community and share support among BIPOC transgender, non-binary and gender nonconforming adults based in the Metro Detroit Area.
- Hosted community-led healing spaces and discussions, including 1st Intergenerational Conversation on LGBTQ+ experiences and identities, Detroit LGBTQ+ History 101, and Home Away from Home affirming spaces.
- Coordinates group logistics, including program planning, collaboration with community partners, screening participant needs, and outreach recruitment.
- Manages a budget of \$10,000 and coordinates mutual aid to provide community emergency funding for Trans and Nonbinary individuals needing support with basic resources and emergencies.

### **Queer Advocacy Coalition**

*Community Outreach Chair*

**Ann Arbor, MI**

October 2019- December 2020

- Presented educational programming and arranged community partnerships to advance issues related to inclusive language, gender identity affirmation, and creating safe and supportive campus spaces and allies.

### **Association of Black Social Work Students**

*Vice President*

**Ann Arbor, MI**

October 2019-December 2020

- Cultivated resources and programming to promote initiatives at the School of Social Work focused on addressing concerns related to racial equity, strengthening DEI-related curriculum, and promoting greater representation of Black students and staff.

### **Black Radical Healing Pathways**

*Field Marshal*

**Ann Arbor, MI**

October 2019-December 2020

- Shared relevant cultural healing practices and fostered an inclusive community space centering on social justice to support Black students' resilience and use of therapeutic coping strategies, including Decolonizing Spirituality and Building Power.

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## **PROFESSIONAL SKILLS**

- Mixed Methods Research • Program Management • Qualitative Data Collection
- Survey Administration •Qualitative Data Analysis •IRB Protocol and Project Design
- Grant Writing •Research Software: Qualtrics, Ripple, & Redcap
- Counseling •Education and Vocational Advising •Group Facilitation and Focus Groups
- Community Organizing •Healing Justice