

## **Ruth Jane Rubio, LMSW-AP**

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### **EDUCATIONAL BACKGROUND**

The University of Texas at Austin, School of Social Work  
Master of Science in Social Work, Concentration in Administration and Planning  
May 1974

St. Edward's University, Bachelor of Science in Sociology  
May 1972

### **ACADEMIC FACULTY APPOINTMENTS:**

Agency-based Field Instructor for The University of Texas at Austin, School of Social Work, Austin, Texas, Spring 1985. Agency: Texas Department of Human Services; Office of Research, Development and Evaluation

Field Specialist, The University of Texas at Austin, School of Social Work, Austin, Texas, August 1988 to December 2002

Clinical Professor, The University of Texas at Austin, School of Social Work, Austin, Texas, January 2003 to present

### **PUBLICATIONS**

#### **Book:**

Armour, M., Bain, B., & Rubio, R. Educating for Cultural Competence in Field Education: A Collaborative Model for Addressing Avoidant Behavior. Council on Social Work Education.

#### **Journal Article (\* juried article)**

Armour, M.P., Bain, B., & Rubio, R. (2004). Evaluation Study of Diversity Training for Field Instructors: A Collaborative Approach to Avoidant Behavior. Journal of Social Work Education, 40, 27-37.

## **PROFESSIONAL INTERESTS**

### Specific:

- Diversity and multicultural education
- Experiential and field education
- Organizational development
- Strategic planning
- Time and life management

### Professional Development:

- International social work
- Educational supervision

## **TEACHING ASSIGNMENTS AND AWARD**

Social Work Practice I, 1988 to 1993  
Social Work Practice II, 1988 to 1993  
Human Service Organizations Management Skills Development, 1990  
Integrative Seminar, BSW Field Education, 1993 to present  
Field Liaison, BSW and MSSW Field Education, 1988 to present  
London Maymester Study Abroad, 2005, 2006, 2007; anticipated 2008

2006 Texas Exes Teaching Award recipient, School of Social Work

## **INNOVATIONS**

Development of a study abroad course for university students at all levels, offered as a Maymester course, entitled "London: Roots of Social and Economic Justice—An International Perspective. Taught May 2005, 2006, 2007; anticipated 2008.

## **DEPARTMENTAL ASSIGNMENTS**

Member, Field Education Committee, 1988 to present  
Member, Diversity Institute, 1988 to 2007  
Member, BSW Program Committee, 1993 to present  
Member, Administration and Planning Committee, 1988 to 2003  
Member, Community and Administrative Leadership Committee, 2003 to present  
Member, Protective Services Training Institute, 2000 to 2007  
Co-Chair, Faculty and Staff Association, 1995 to 1999

## **UNIVERSITY ASSIGNMENTS**

Member, President's Committee on Students with Disabilities, 2001 to 2003  
Team Leader, National Coalition Building Institute, 1996 to present

**PAPERS PRESENTED AT PROFESSIONAL CONFERENCES (\* juried)**

Tijerina, M., Gonzales, J., & Rubio R. “Latino Social Workers’ Perceptions Regarding Doctoral Education and Academia.” Paper presented at the 51<sup>st</sup> Annual Program Meeting, Council on Social Work Education, March 2005.

Armour, M.P., Bain, B., & Rubio, R. “Diversity Training for Field Instructors: A Collaborative Approach to Avoidant Behavior.” Paper presented at the 49<sup>th</sup> Annual Program Meeting, Council on Social Work Education, February 28, 2003

Ambrosino, R., Bain, B., Gilbert, D. & Rubio, R. “Innovations in Cultural Diversity Courses: Using the National Coalition Building Institute Model.” Paper presented at the 45th Annual Program Meeting, Council on Social Work Education, March 1999.

**PROFESSIONAL MEMBERSHIP AND LICENSURE**

National Association of Social Workers

National Coalition Building Institute

Association of Latinos in Social Work

Diversity Institute

Texas License: Licensed Master Social Worker—Advanced Practitioner

**COMMUNITY SERVICE RESPONSIBILITIES AND ACTIVITIES**

Association of Latinos in Social Work (ALSW)

Co-chair of ALSW, Member of the Conference Planning committee and the program committee.

National Association of Social Workers

Austin Unit: Steering Committee Member; Chair of the Nominations and Leadership Identification Committee

Texas Chapter: Delegate Assembly Representative Alternate; Chair, Committee on Ethnic and Cultural Diversity

National Coalition Building Institute

Senior Trainer/Leader of the Central Texas Chapter of the National Coalition Building Institute

United Way of the Capital Area (UW/CA)

Member of the UW/CA Planning Commission, the Outcome Evaluation Committee, and the AIDS Evaluation Panel. Chair of Evaluation Committee.

S.F. Austin High School Campus Advisory Committee

Member

## **SOCIAL WORK PRACTICE EXPERIENCE**

City of Austin, Community Development Office  
Social Services Planner  
September 1974 to October 1976

Coordinated activities related to the citizen participation required for the Housing and Community Development Block Grant. Managed the City of Austin's participation in a coordinated effort to review and fund grant requests from local social service agencies. Planned and administered activities for the local offices of the Office for Economic Opportunity.

City of Austin, Office of Research and Budget  
Research and Budget Analyst  
November 1976 to February 1979

Researched special projects for the City Manager related to taxation and city revenues. Coordinated and managed, with department heads, the budgets of selected city departments, such as health, hospital, emergency medical services, etc. Responded to special projects as requested by the City Council.

Texas Department of Human Resources, Office of Planning and Program Evaluation  
Project Officer  
March 1979 to May 1980

Served as the primary liaison for the Alternative Education and Employment Demonstration project based in Edinburgh and Fort Worth Texas. Managed the information gathered from this project and developed quarterly and annual reports. Provided technical assistance to the project.

Texas Department of Human Services, Office of Research, Development, and Evaluation  
Director of Project Design Section  
June 1980 to June 1984

Supervised 5 to 8 staff in the section. Responsible for reviewing upcoming grant opportunities, serving as a liaison with children's protective services, income assistance, and services to the aged and disabled programs to identify targets for grant funds. Supervised the writing of grants and the development process.

Texas Department of Human Services, Office of Research, Development, and Evaluation  
Director of Organizational Development Section

July 1984 to August 1988

Supervised 3 to 5 staff in the section. Coordinated with programs and support staff to identify areas for operational improvement and organizational growth. Facilitated strategic planning for selected programs. Managed the Employee Suggestion Program and other employee participation programs.

### **GUEST LECTURES AND TRAINING**

“Diversity Training.” 1 day training for the National Association of Social Workers, Texas Chapter, invited consultant, Austin Texas, Train the Trainers Workshop for Independent Practice Recognition Supervision, November 9, 2007.

National Coalition Building Institute: Shifting Attitudes Workshop, invited speaker, The University of Texas, Office of Human Resources, October 2007.

Trapping the Time Thieves, invited speaker, Texas Department of Family and Protective Services, Purchased Client Services, Austin, Texas, October, 2007.

Trapping the Time Thieves, invited speaker, School of Social Work Field Instructor Administrative Workshop, Austin, Texas, August 2007.

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Lubbock, Texas, August 2007.

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, McAllen, Texas, August 2007.

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, University of Texas, Diversity Issues in Research class, January 2006

Diversity in the Classroom, invited speaker, The University of Texas at Austin, School of Social Work, adjunct faculty professional development seminar, October 2005.

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, Foundations of Social Justice class, October 2005.

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, Human Behavior in Social Environment class, October 2005.

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Plano, Texas, August 2005.

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Office of Student Affairs, Engineering Department, The University of Texas at Austin, Austin Texas, August 2005.

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Austin, Texas, July 2005

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Arlington, Texas, July 2005

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Amarillo, Texas, July 2005

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Texas Court Appointed Special Advocates (CASA), Dallas, Texas, March 2005

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, McAllen, Texas, February 2005

National Coalition Building Institute: Controversial Issues Workshop, invited speaker, The University of Texas at Austin, Alliance of Christian Social Workers and Reach-Out/Shout-Out, Austin Texas, February 2005.

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Copperfield Elementary School, Austin Texas, January 2005.

National Coalition Building Institute: Prejudice Awareness presentation, invited speaker, The University of Texas at Austin, Department of Psychology, Austin Texas, January 2005

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Corpus Christi Texas, November 2004

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, Foundations of Social Justice class, September and November 2004.

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, Human Behavior in Social Environment class, September 2004.

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, LBJ School of Public Affairs, August 2004.

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Protective Services Training Institute, Corpus Christi Texas, June 2004

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Protective Services Training Institute, Arlington Texas, May 2004

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Protective Services Training Institute, Houston Texas, May 2004

“Diversity Training.” 2 ½ day training for George Warren Brown, invited consultant, University of St. Louis, University of Missouri at St. Louis, March 10-12, 2004.

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Houston Texas, February 2004

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Plano Texas, January 2004

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, San Antonio Texas, January 2004

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, McAllen Texas, December 2003

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Protective Services Training Institute, Austin Texas, December 2003

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, College Station Texas, November 2003

National Coalition Building Institute: Shifting Attitudes Workshop, invited speaker, The University of Texas, Office of Human Resources, November 2003

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, El Paso Texas, October 2003

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, El Paso Texas, October 2003

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas, Office of Human Resources, September 2003

National Coalition Building Institute: Prejudice Awareness Workshop, training team member, Training of Trainers, Austin Independent School District, September 2003

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, University of Texas, Diversity Issues in Research class, August 2003

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Austin Independent School District, August 2003

Engaging the Involuntary Client, invited speaker, Protective Services Training Institute, San Angelo Texas, June 2003

Secondary Trauma Syndrome; Compassion Fatigue, invited speaker, Protective Services Training Institute, San Angelo Texas, June 2003

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Houston Texas, June 2003

Optimism Workout, invited speaker, Protective Services Training Institute, Lubbock Texas, June 2003

Engaging the Involuntary Client, invited speaker, Protective Services Training Institute, Plano Texas, May 2003

Secondary Trauma Syndrome; Compassion Fatigue, invited speaker, Protective Services Training Institute, Round Rock Texas, May 2003

Optimism Workout, invited speaker, Protective Services Training Institute, Houston Texas, May 2003

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Corpus Christi Texas, May 2003

Optimism Workout, invited speaker, Protective Services Training Institute, Waco Texas, May 2003

National Coalition Building Institute: Shifting Attitudes, invited speaker, The University of Texas at Austin, Office of Human Resources, May 2003

National Coalition Building Institute: Building a Caring Community, invited speaker, The University of Texas at Austin, Office of Human Resources, April 2003

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Austin Independent School District, April 2003

Optimism Workout, invited speaker, Protective Services Training Institute, Dallas Texas, March 2003

Foundation of Field Instruction: Effective Endings—Addressing Termination Issues, invited speaker, The University of Texas at Austin, School of Social Work, Office of Field Education and Office of Professional Development, March 2003

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Austin Independent School District, March 2003

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, School of Social Work, February 2003

Foundation of Field Instruction: Macro Practice—The Big Picture, invited speaker, The University of Texas at Austin, School of Social Work, Office of Field Education and Office of Professional Development, February 2003

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Round Rock Texas, February 2003

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, San Antonio Texas, January 2003

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, Division of Housing and Food, Resident Assistant Training, January 2003

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Austin Independent School District, December 2002

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Lubbock Texas, December 2002

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Austin Child Guidance Center, December 2002

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Austin Independent School District, November 2002

National Coalition Building Institute: Prejudice Awareness Workshop invited speaker, The University of Texas at Austin, School of Architecture, Community and Regional Planning, November 2002

What Is Cultural Competency?, invited speaker, Texas Department of Protective and Regulatory Services, Adult Protective Services conference, San Antonio, Texas, November 2002

Planning Meeting of the Texas Interagency Council for the Homeless, Austin, Texas, November 2002

National Coalition Building Institute: Prejudice Awareness Workshop invited speaker, Jewish Women International, Prejudice Awareness Summit, October 2002

Prejudice Awareness Summit Facilitator Training invited speaker, Jewish Women International, Prejudice Awareness Summit, October 2002

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, October 2002

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Mayors Committee on Race Relations, Waco Texas, October 2002

Foundation of Field Instruction: Nuts and Bolts of Field Instruction, invited speaker, The University of Texas at Austin, School of Social Work, Office of Field Education and Office of Professional Development, September 2002

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Texas Children's Baptist Home, September 2002

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, Junior League Hispanic Mother Daughter Program, September 2002

National Coalition Building Institute, Training of Trainers, training team member, Central Texas Chapter of National Coalition Building Institute, August 2002

Celebrating Diversity In the Classroom and Campus, invited speaker, Diversity Institute, Laurel Mountain Elementary School Round Rock Independent School District, August 2002

Optimism Workout, invited speaker, Protective Services Training Institute, Arlington Texas, August 2002

Presenter, National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, National Council of La Raza, San Antonio, Texas, August 2002

Optimism Workout, invited speaker, Protective Services Training Institute, San Antonio Texas, July 2002

Optimism Workout, invited speaker, Protective Services Training Institute, Beaumont Texas, July 2002

Cultural Competency Workshop, invited speaker, Diversity Institute, Family Forward, Austin Texas, July 2002

Celebrating Diversity In the Classroom and Campus, invited speaker, Diversity Institute, Round Rock Independent School District Staff Development, July 2002

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Austin Independent School District, June 2002

Optimism Workout, invited speaker, Protective Services Training Institute, Midland Texas, June 2002

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Dripping Springs Independent School District, May 2002

National Coalition Building Institute: Latino Leadership Development, invited speaker, The University of Texas at Austin, Hispanic Faculty Staff Conference, May 2002

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Association of Latinos in Social Work, April 2002

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, Office of Field Education and Office of Professional Development, April 2002

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, February 2002

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Texas School Social Workers Conference, Austin Texas, February 2002

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, January 2002

National Coalition Building Institute, Training of Trainers, training team member, Central Texas Chapter of National Coalition Building Institute, January 2002

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Corpus Christi Texas, January 2002

National Coalition Building Institute: Respecting Diversity Workshop, invited speaker, Parent Leaders Network Conference, Austin Texas, December 2001

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, McAllen Texas, December 2001

National Coalition Building Institute: Respecting Diversity Workshop, invited speaker, The University of Texas at Austin, Career Exploration Center, Austin Texas, November 2001

National Coalition Building Institute: Celebrating Diversity and Fostering Cultural Competency Workshop invited speaker, Central Texas Communities in Schools, Austin Texas, November 2001

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Austin Texas, November 2001

Celebrating Diversity and Fostering Cultural Competency, Diversity Institute, invited speaker, Austin Travis County Mental Health Mental Retardation, Austin Texas, November 2001

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, San Antonio Texas, October 2001

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Jewish Women International, Prejudice Awareness Summit, October 2001

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, October 2001

Prejudice Awareness Summit Facilitator Training, invited speaker, Jewish Women International, Prejudice Awareness Summit, October 2001

Foundation of Field Instruction: Nuts and Bolts of Field Instruction, invited speaker, The University of Texas at Austin, School of Social Work, Office of Field Education and Office of Professional Development, September 2001

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Houston Texas, September 2001

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, September 2001

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Arlington Texas, September 2001

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, Division of Housing and Food, Resident Assistant Training, August 2001

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Midland Texas, July 2001

Presenter, Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Arlington Texas, June 2001

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Tyler Texas, May 2001

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Amarillo Texas, May 2001

National Coalition Building Institute, Celebrating Diversity, invited speaker, National Hispanic Institute, May 2001

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, Office of Human Resources, April 2001

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Arlington Texas, March 2001

Cultural Competency Workshop, Family Forward Professional Development Institute, invited speaker, Austin Texas, March 2001

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, February 2001

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Texas School Social Workers Conference, Austin Texas, February 2001

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, El Paso Texas, February 2001

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Abilene Texas, January 2001

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Beaumont Texas, January 2001

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Houston Texas, November 2000

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, Office of Human Resources, November 2000

Trapping the Time Thieves, invited speaker, Protective Services Training Institute, Austin Texas, October 2000

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Jewish Women International, Prejudice Awareness Summit, October 2000

Presenter, Prejudice Awareness Summit Facilitator Training, invited speaker, Jewish Women International, Prejudice Awareness Summit, October 2000

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, September 2000

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Texas Department of Human Services, Office of Refugee Services, Austin Texas, August 2000

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, National Association of Social Workers-Austin Unit, Leadership Development Conference, Austin Texas, August 2000

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, Austin, Texas, June 2000

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, Office of Human Resources, April 2000

Cultural Competency with Mexican-American Families, invited speaker, Diversity Institute, Austin Child Guidance Center, Austin, Texas April 2000

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Texas School Social Workers Conference, Austin Texas, February 2000

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, Austin, Texas, February 2000

National Coalition Building Institute: Violence Prevention Workshop, invited speaker, Continuing Education Solutions, Houston Texas, January 2000

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, CEDEN and Any Baby Can, Austin Texas, January 2000

Strategic Planning Session for Rude Mechanicals, together with Carol Lewis, Diversity Institute, Austin Texas, January 2000

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, Office of Human Resources, November 1999

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Jewish Women International, Prejudice Awareness Summit, November 1999

Influencias de afuera y los valores de la familia, invited speaker, Entre Familia Conference, El Buen Samaritano, Austin Texas October 1999

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, Junior League Hispanic Mother Daughter Program, Austin, Texas, September 1999

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, School of Social Work, Austin, Texas, September 1999

Cultural Competency Workshop, invited speaker, Diversity Institute, Austin Police Department, Austin Texas, June 1999

Experiential Diversity Training Seminar, invited speaker, Austin Unit-National Association of Social Workers, New Directions in Multi-Cultural Practice: The Heart of Working with Diversity, Austin Texas, May 1999

Strategic Planning Session for Open Door Child Care Center, Austin Texas, April 1999

Cultural Diversity Training, Kealing Junior High School, invited speaker, Austin Independent School District, Austin Texas, April 1999

Assessing the Cultural competency of Your Agency, invited speaker, Diversity Institute, Texas Association Against Sexual Assault, Austin Texas, March 1999

National Coalition Building Institute: Prejudice Awareness Workshop, invited speaker, The University of Texas at Austin, Office of Human Resources, February 1999