

DR. AVINA I. ROSS

PhD, MS

She | Her | Hers | Dr.

Bridging diversity, equity, inclusion, justice and wellbeing to social work, public health, advocacy, and organizational development.

CONTACT



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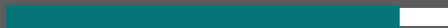
Williamsburg, VA

HOLISTIC EXPERTISE

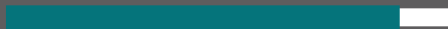
Violence prevention, response, services



Diverse, equitable, inclusive practices



Program evaluation



ADVANCED SKILLS

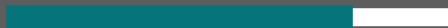
Strategic planning with logic modeling and theory of change development



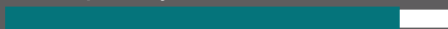
Teaching, training, curriculum development



Fiscal and grants management



Multidisciplinary collaboration



ABOUT ME

Dr. Ross is a cisgender, Black woman who is also a daughter, sister, mother, and advocate with over 16 years experience elevating state and local government, higher education, and nonprofit organizations to more diverse, equitable and inclusive practices within the domestic and sexual violence field. Her approach is trauma-informed, centers people with marginalized identities and their experiences (including survivors and direct service staff), and elevates historically and culturally-informed practices for justice, wellbeing, and healing.

EMPLOYMENT HIGHLIGHTS

2023

Office on Violence Against Women

Grants Management Specialist for Sexual Assault Services Culturally Specific Program

2021 - 2023

Virginia Department of Social Services,
Office of Family Violence

Program Administrator II/ DV Program Specialist

2017-2021

Princeton University's University Health Services,
Sexual Harassment/Assault Advising Resources
Education Office

Associate Director (2019-2021)

Prevention Curriculum Assessment Manager (2017-2019)

2017

Virginia Department of Social Services,
Office of Family Violence

Underserved Populations Outreach Consultant

2015-2017

University of Mary Washington

Sexual Assault Prevention Specialist

2011 - 2012

Virginia Department of Health's Office of the Chief
Medical Examiner

Domestic Violence Fatality Review Coordinator

DEGREES

Virginia Commonwealth University

PhD, Social Work & MS, Sociology

College of William and Mary

BA, Sociology and Women's Studies

AVINA ICHELE ROSS, PhD, MS

My pronouns: she/her/hers

Residing in Williamsburg, Virginia

EDUCATION

Virginia Commonwealth University, Doctor of Philosophy, Social Work, 2016

[Dissertation](#)– Black feminist discourse analysis of portrayals of gender violence against Black women: A social work dissertation.

Virginia Commonwealth University, Master's of Science, Sociology, 2012

College of William and Mary, Bachelor's of Arts, Sociology and Women's Studies, 2009

PROFESSIONAL EXPERIENCE

United States Department of Justice, Office on Violence Against Women

March 2023-December 2023

Washington DC (Remote position)

Grants Management Specialist, Sexual Assault Services Culturally Specific Program

Outreach Chair, OVW DEIA Committee

- Advises and develops policies and programs related to the culturally specific sexual assault services and program
- Leads grant solicitation and review processes, including solicitation development, outreach, and peer review
- Administers grants after award, including grantee orientation, site monitoring activities, ensuring compliance to legislative mandates and other requirements
- Provides guidance and advice on grant and/or cooperative agreement policies and regulations
- Review grant progress reports and provides timely feedback to grantees
- Serves as essential point of contact for grantees, from award to closeout
- Oversees recruitment and outreach to OVW staff for DEIA committee membership and information sharing
- Essential contributor to DEIA committee leadership team, providing direction, guidance, and administration efforts
- Serves as an organizational spokesperson at public meetings, briefings, workshops, and program activities on violence against women issues.

United States Health and Human Services Administration, Family Violence Prevention & Services Act Program

January 2023 to March 2023

Washington, DC; Remote position in Williamsburg, VA

Family Violence Program Specialist

- Served as program specialist for FVPSA Program with the provision of technical assistance, grants management and reporting
- Served as a technical and policy resource for FVPSA related to domestic violence and sexual violence programs for States, local public agencies, nonprofit organizations and other persons seeking such assistance

- Provided guidance and support for FVPSA discretionary grant, formula grants, demonstration projects, supplemental granting and training and technical assistance

Virginia Department of Social Services, Office of Family Violence

September 2021 to January 2023

Richmond, Virginia

Domestic Violence Program Specialist/Program Administrative Specialist II

- Led the writing of the 2022 U.S. Department of Health and Human Services, Family Violence Prevention & Services competitive solicitation for Virginia
- Administered state and federal grant funds, including a \$5.9 million dollar portfolio from the U.S. Department of Health and Human Services' Family Violence Prevention and Services Act, Temporary Assistance to Needy Families, American Rescue Plan Act, Virginia Family Violence Prevention Program, and Coronavirus Aid, Relief, and Economic Security Act
- Monitored and evaluated financial and programmatic progress of grantees in accordance with federal requirements, state procurement policies and best practices
- Provided programmatic and technical assistance to grantees to promote best practices that support local domestic violence programs and improve client and program outcomes
- Supported local programs in their efforts to provide services to survivors of domestic violence
- Collaborated with internal and external partners to improve state response to domestic violence
- Participate as an active member in Diversity, Equity and Inclusion Committee of Family Services
- Developed and provided training, as well as other related administrative, contracts management, and grants management tasks

Princeton University, University Health Services, Sexual Harassment/Assault Advising Resources Education (SHARE) Office

November 2019 to September 2021

Princeton, New Jersey

Associate Director (internal promotion)

- Supervised prevention staff on non-clinical initiatives, including those leading masculinity and peer education programs
- Charged with developing culturally and evidence-informed 4-year violence prevention undergraduate curriculum
- Provided support on the development, implementation and assessment of office and university initiatives aimed at addressing interpersonal violence and abuse
- Hired and supervised student UMatter fellow(s) to develop and disseminate Respect Matters content via social media, UMatter website, and other media
- Oversaw peer education program, serves as lead trainer for SHARE peer educators and as their point of contact when they have received a disclosures
- Supported quality improvement efforts and evaluated office-specific indicators
- Developed new curricula in keeping with the mission of the University, Campus Life and office's logic model and theory of change
- Developed new and enhanced existing assessment tools to assess prevention program outcomes; collects and analyzes data to determine program effectiveness, and makes/implements recommendations for improvement
- Generated reports on prevention and intervention initiatives, including community

reports to campus and data analysis on Respect Matters, client satisfaction questionnaires, and annual reports

- Delivered presentations to campus community stakeholders to clarify and promote the services provided by the office
- Represented office on health services and campus committees (see: *professional service*)
- Collaborated with the Director, health promotion and student life staff in the development of education, communications, outreach messages and materials to ensure consistency
- Served as a trauma and cultural informed, confidential advocate for survivors of interpersonal violence and abuse as a member of the SHARE staff on-call response team

Princeton University, University Health Services, Sexual Harassment/Assault Advising Resources Education (SHARE) Office

July 2017 to November 2019

Princeton, New Jersey

Prevention Curriculum & Assessment Manager

- Recruited and supervised student peer educators who serve as peer mentors, spokespersons and liaisons of the office
- Trained peer educators on interpersonal violence using intersectionality, andragogical and popular education frameworks
- Facilitated office's development of intersectional, culturally relevant violence prevention
- Reviewed comprehensive prevention programming efforts to identify gaps in education and opportunities for additional dosing
- Developed new curricula in keeping with the mission of the University, Campus Life and Health Services objectives
- Served as a confidential advocate for victims/survivors of interpersonal violence
- Collaborated with the Director and other health promotion and student life staff in the development of education, communications, and outreach messages and materials
- Participated as an active member of the following Princeton, collaborative teams: the Administrative Residential College Leadership Team, UMatteer Campus Administrators, and Peer Leader Administrators Group for Campus Life
- Developed new and enhances existing logic models for prevention initiatives to ensure that prevention program outcomes across the social ecological model are evidence-based or best practice-informed
- Developed new and enhances existing assessment tools to assess prevention program outcomes
- Collected and analyzed data to determine program effectiveness, and makes recommendations for improvement
- Supported Director in quality improvement tasks

Virginia Department of Social Services, Office of Family Violence, Underserved Populations Outreach Team

January 2017 to August 2017

Richmond, Virginia

Specialist (Short-term position, Independent Contractor/Consultant)

- Researched unserved, underserved and inadequately served populations needing improved

outreach and access to domestic violence services in Virginia

- Facilitated community conversations with community-based organizations (serving refugee, Black and Latinx women as well as Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual communities), domestic violence programs, and domestic violence survivors
- Assessed participating organization's readiness for specialized outreach services to underserved populations
- Provided technical assistance to participating organizations to improve outreach to unserved, underserved and inadequately served communities
- Wrote a Request for Applications funding opportunity to improve outreach of underserved populations to domestic violence services

University of Mary Washington

September 2015 to January 2017

Fredericksburg, Virginia

Sexual Assault and Prevention Specialist

- Oversaw, developed and coordinated prevention education and victim advocacy program for sexual misconduct, sexual assault, intimate partner violence, stalking and harassment
- Assisted Office of Title IX with Title IX and other federal compliances
- Served as a liaison and for faculty, staff and students
- Provided faculty, staff, students customized training on sexual assault and related issues
- Oversaw development and submission of federal and internal grant applications
- Managed grant activities, reporting and \$299k in Office on Violence Against Women funding
- Developed, evaluated and reported on a student climate survey and needs assessment
- Managed peer education program and develop curriculum
- Developed peer educator internship program and supervise intern(s) and office assistant
- Participated on sexual assault response team, university wellness committee, Office of Title IX hiring committee and other multidisciplinary groups
- Managed required, online prevention programming for students
- Coordinated sexual assault and domestic violence awareness month programming
- Assisted with other contracts management, grants management and administrative needs

Virginia Commonwealth University, School of Social Work

August 2013 to August 2014

Richmond, Virginia

Graduate Research Assistant to Elizabeth Cramer, PhD

- Provided research, collaborative and administrative support for the intervention and community based research projects geared to promote healthy dating relationships for teens and adult persons with traumatic brain injuries.
- Support included: co-facilitation of healthy and unhealthy relationship workshops to persons with traumatic brain injuries; development of literature reviews and Institutional Review Board submissions; qualitative and quantitative data analysis; management of literature database; and the development of technical, summative and community reports.

Virginia Commonwealth University, School of Social Work

August 2013 to August 2014

Richmond, Virginia

Graduate Research Assistant to Hyojin Im, PhD

- Provided research, collaborative and administrative support for the community-based participatory research projects on Somali refugee experiences and mental health concerns. Support included: development of literature reviews and Institutional Review Board submissions; transcription, coding and thematic analysis; preparation of grant proposals and academic manuscripts.

Avalon: A Center for Women & Children

May 2012 to August 2013

Williamsburg, Virginia

Operations and Community Response Specialist (Grant-funded position)

- Managed, developed and implemented the agency's rapid rehousing program, including grants management and contracts management duties
- Provided supervision and oversight to program volunteer and interns.
- Represented organization on local coordinated team to combat homelessness. Represented organization at the statewide coalition, Virginia Sexual and Domestic Violence Action Alliance, including participation on the Strategic Impact Group tasked for strategic planning.
- Conceptualized, designed and implemented the local community needs assessment for domestic and sexual violence needs and services.
- Supervised community-based student interns.
- Provided direct services to emergency shelter and rehoused clients including crisis intervention, advocacy, case management, parenting support, information and referrals. Maintained data entry into the statewide database
- Developed and submitted internal, local and state programmatic reports.
- Provided support on the telephone crisis hotline.

The College of William & Mary

January 2012 to May 2012

Williamsburg, Virginia

Domestic and Sexual Violence Graduate Intern

- Revised curriculum for sexual assault advocacy course, including redevelopment of course objectives, the inclusion of empirically research and cultural relevant based literature
- Provided updated literature for sexual assault advocacy website

Virginia Department of Health, Office of the Chief Medical Examiner

May 2011 to August 2012

Richmond, Virginia

Domestic Violence Fatality Review Coordinator (1 year grant position)

- Served as the sole statewide coordinator to provide training and technical assistance to sixteen local and regional domestic violence fatality review teams in Virginia. Developed a data collection tool and database to collect statewide data for regional and local teams.
- Participated on Virginia Sexual and Domestic Violence Action Alliance's Strategic Impact

Group and Women of Color Caucus.

- Revised domestic violence fatality review curriculum for local and regional teams to include cultural competency during reviews. Trained teams on domestic violence fatality review including organization, development of memorandums of understanding, facilitation of aggregate data and development of annual reports.
- Developed objectives and content, in addition to booking national subject matter experts, for statewide leadership institute on coordinated community response to sexual and domestic violence.
- Participated as a statewide grant partner on *Virginia Partnership to Community Defined Solutions to Violence Against Women*, a federally funded project of the *Office of Violence Against Women*.
- Spearheaded planning and development for a statewide institute on advanced leadership and coordinated community response to domestic violence.
- Trained local coordinated community response teams during leadership institute.
- Collaborated with other state agencies/organizations on other grant specific initiatives.

James City County November, Colonial Community Corrections

November 2010 to May 2011

Williamsburg, Virginia

Criminal Justice Planner (Grant-funded position)

- Served as the criminal justice liaison for six Virginia localities: James City County, York County, New Kent County, Charles City County, and Williamsburg and Poquoson cities.
- Coordinated criminal justice board's activities, meetings and special events, including administrative support and facilitating board's annual objectives.
- Served on statewide Quality Control Committee.
- Collected, analyzed and presented pretrial and probation corrections reports.
- Maintained agency data and assisted with grants management, including fiscal funding requests for six localities.

AVID, LLC

August 2009 to April 2010

Yorktown, Virginia

Office and Contracts Administrator (Internal Promotion)

- Provided administrative support to upper management personnel including writing and reviewing prime and subcontracts, negotiating terms and conditions, submitting contract deliverables and assisting in federal contract proposal reviews and submissions
- Developed and submitted proposal to the U.S. General Services Administration
- Assisted accounts payable and receivable with fiscal tasks
- Trained new administrative assistants, student interns and temporary staff
- Provided oversight for administrative assistants and student interns
- Wrote and revised office policies and administrative procedures, including an employee handbook and operations manual
- Coordinated company participation in national conferences and annual community service projects
- Organized annual holiday celebrations, meetings and other events

AVID, LLC

February 2008 to August 2009

Yorktown, Virginia

Administrative Intern

- Worked directly with financial manager on various internal projects including financial audits, engineering reports and contracts.
- Maintained and developed government and commercial contract project files.
- Arranged travel accommodations, maintained company wide calendar and provided other general clerical support

Center for Sexual Assault Survivors

January 2007 to January 2008

Newport News, Virginia

Support Group Facilitator and Volunteer (Unpaid)

- Facilitated support groups for adult survivors of sexual assault and provided general administrative support.

Rape Abuse Incest National Network

January 2007 to August 2008

Washington D.C.

Online Hotline Volunteer and Research Intern (Unpaid)

- Researched multiple organizations with regard to policy, community outreach and sexual assault and incest awareness.
- Provided advocacy, support and referral services to visitors of the online hotline.

TEACHING EXPERIENCE

Princeton University July 2017 to September 2021 Princeton, New Jersey

University Health Services, SHARE Office

Prevention Curriculum & Assessment Manager

Teaching Program(s): SHARE Peer Educator Program; Campus Wide Prevention Curricula

University of Mary Washington January 2016 to April 2016 Fredericksburg, Virginia

Office of Title IX

Sexual Assault and Prevention Specialist

Teaching Program: TEAL Peer Education Training

Richard Bland College of William and Mary August 2014 to May 2015 Petersburg, Virginia

Department of Sociology

Adjunct Professor

Courses: Introduction to Sociology; Introduction to Women's Studies

Bryant and Stratton College January 2014 to August 2014 Richmond, Virginia

Liberal Arts Program

Adjunct Instructor

Courses: Principles of Sociology; Interpersonal Relations and Group Dynamics

John Tyler Community College August 2014 to December 2014 Richmond, Virginia
Sociology Department
Adjunct Instructor
Courses: Introduction to Sociology

Thomas Nelson Community College August 2013 to December 2013 Williamsburg, Virginia
Department of Sociology
Adjunct Instructor
Courses: Principles of Sociology

PUBLICATIONS

- Ross, A.I.** & Cramer, H. (in press, anticipated 2024). No weapon formed against us shall prosper: Politics of self-care for womxn/en of color. In Wilson, T.M. (ED.). *Escape the Cape: From Existing to Evolving*.
- Parrish, C., Winkler, R.B., **Ross, A.I.**, Robertson, T. & Maryn, A.G. (2022). You can start a movement with a hashtag: An exploration of student-led social media activism. In Cuklanz, L.M. (Ed.) *Gender Violence, Social Media, and Online Environments: When the Virtual Becomes Real*.
- Ross, A.I. (2022). Angry advocate revelations: Standpoints and lessons from one Black feminist womxn in student affairs. In Tomlin, A. (Ed.). *Working While Black: The Untold Stories of Student Affairs Practitioners*.
- Cramer, E., Plummer, S. & **Ross, A.I.** (2019). Intersectionality, intimate partner violence and people with disabilities. In Geffner, R., Vieth, V., Vaughan-Eden, V., Rosenbaum, A., Hamberger, L.K. & White, J. (Eds.). *Handbook of Interpersonal Violence Across the Lifespan*.
- Cramer, E., Choi, J. & **Ross, A.I.** (2017). Race, culture & abuse of persons with disabilities. In A. Johnson, R. Nelson & E. Lund (Eds.), *Religion, Disability, and Gender Violence*. New York: NY: Springer Publishing Company.
- Ross, A.I.** (2016). Black feminist discourse analysis of portrayals of gender violence against Black women: A social work dissertation. [Doctoral dissertation, Virginia Commonwealth University]. Scholars Compass, <https://doi.org/10.25772/51EC-AH45>
- Ross, A.I.** (2015). "I am not free while [anyone] is unfree": A proposal and framework for enmarginalized feminist policy analysis. *VCU Scholars Compass*, Available: http://scholarscompass.vcu.edu/cgi/viewcontent.cgi?article=1000&context=socialwork_student
- Ross, A.I.** (2015). "Rip It!": A juxtapositional and critical discourse analysis of gender violence in 3 Tyler Perry films. *VCU Scholars Compass, Social Work Student Works*. Available: <http://scholarscompass.vcu.edu/gradposters/3/>
- Cramer, E., **Ross, A.I.**, McLeod, D.A., & Jones, R. (2015). Teen mentors' reflections on facilitating healthy relationship programs for peers: Exploring the personal impact of their experience. *School Social Work Journal* 40(1): 23-41.
- Ross, A.I.** (2013). *2012 Community needs assessment report: Findings and recommendations*. Avalon: A Center for Women and Children, Williamsburg, Virginia.
- Ross, A.I.** & Bryant, L. (2011). *Domestic violence fatality review as a strategic & evaluative tool for social change*. Advanced Coordinated Community Response & Leadership

Institute, Richmond, Virginia. Available here:
https://www.communisolutionsva.org/files/4_Fatality_Review1.pdf

HIGHLIGHTS: PRESENTATION/TRAINING FACILITATION

- Ross, A.I. (2023).** *Allied membership opportunities within OVW's DEIA Committee. Office on Violence Against Women.*
- Ross, A.I. (2021).** *Deep dive to expose white supremacy in SHARE Office: Internal D&I work.* Princeton University, SHARE Office.
- Ross, A.I., Deitch-Stackhouse, J. & Genovese, C. (2021)** *Healthy relationships: Beyond the labels.* Princeton University, Wintersession, 2-part series.
- Ross, A.I. & Deitch-Stackhouse, J. (2020).** An Intersectional Theory of Change and Logic Model for Violence Prevention and Response. Presented at the NASPA Strategies Conference 2020, New Orleans, Louisiana.
- Joseph, J., **Ross, A.I.**, Haynes, T. & Chin, C. (2020). *Reflexive & trauma informed responses: A 2-part workshop series for Princeton's Office of International Programs.* Princeton University.
- Ross, A.I. & Deitch-Stackhouse, J. (2020).** Strength in Coaching on Relationships, Respect, and Equality (version 2, DEI focus). Princeton University.
- Ross, A.I. (2020).** Eating Clubs' New Member Training by SHARE Peers. Princeton University, virtual training.
- Deitch-Stackhouse, J. & **Ross, A.I. (2020).** *Activating medical service bystanders.* Princeton University, University Health Services, Medical.
- Ross, A. I. (2020).** *SHARE Peers Annual Orientation and Training.* Princeton University, 2-day virtual training.
- Ross, A.I. (2019).** *UVA2030: A strategic roadmap for university-wide culture of sexual respect.* University of Virginia, Charlottesville, Virginia.
- Ross, A.I. (2019).** *Intersectional, inclusive and advocacy focused directions for interpersonal violence prevention & response.* Old Dominion University, Norfolk, Virginia.
- Ross, A.I. & Deitch-Stackhouse, J. (2019).** *Exploring trauma-informed practices to support survivors of interpersonal violence.* 46th Annual Mid Atlantic College Health Nurses Association Conference
- Ross, A. I. (2019).** *SHARE Peers Annual Orientation and Training.* Princeton University, 4-day training.
- Ross, A.I. (2019).** *Applying a D&I lens to all levels of prevention and response.* Princeton University, 2019 Annual SHARE/Title IX Ivy+ Conference.
- Luciano, L. **Ross, A.I.** McGee, K. & Soueid, M. (2019). Title IX Panel. Presented at the New Jersey Attorney General's Domestic Violence/Sex Assault Symposium, Hamilton, New Jersey.
- Ross, A.I. (2018).** Using intersectionality and popular education frameworks to train interpersonal violence peer educators. Presented at Preventing, Assessing & Treating Trauma Across the Lifespan, 15th Hawai'i International Summit, Institute on Violence, Abuse and Trauma, Honolulu, Hawai'i.
- Deitch-Stackhouse, J. **Ross, A.I.** & Semelfort, J. (2018). *An intersectional approach to violence prevention.* Presented at Princeton University's University Health Services, All staff meeting, Princeton, New Jersey.

- Ross, A.I.,** Deitch-Stackhouse, J. & Semelfort, J. (2017). *Mindful allyship: A workshop on microaggressions, oppression and allyship*. Princeton University, Princeton, New Jersey.
- Ross, A.I.,** Miller, M., & Oldfield, T. (2016). *Title IX Training for UMW Resident Assistants*. University of Mary Washington, Fredericksburg, Virginia.
- Ross, A.I.** (2016). *Preliminary Results of UMW's Campus Climate Survey and Needs Assessment Regarding Sexual Violence Prevention*. Presented at University of Mary Washington's Board of Visitors' Meeting, Fredericksburg, Virginia.
- Ross, A.I.** (2015). "Rip It!": *A juxtapositional discourse analysis of gender violence in 3 Tyler Perry films*. Round table discussion presented at George Mason University's Women and Gender Studies Annual Conference, Politics of Gender & Justice: The Intersection of Identity & Disciplines, Fairfax, Virginia.
- Ross, A.I.** (2015). "Rip It!": *A juxtapositional and critical discourse analysis of gender violence in 3 Tyler Perry films*. Poster session presented at the Virginia Commonwealth University's School of Social Work Symposium, Richmond, Virginia. **Awarded 2nd place**. Available: <http://scholarscompass.vcu.edu/gradposters/3/>
- Ross, A.I.** (2012). *The State of Avalon: A Center for Women and Children's Funding*. Presented at the State of Homelessness Funding in the Historic Triangle: Address to Local Churches, Williamsburg, Virginia, (Invited).
- Ross, A.I. & Bryant, L.** (2012). *Domestic Violence Fatality Review as a Strategic & Evaluative Tool for Social Change*. Presented at the Advanced Leadership Institute for Coordinated Community Response to Domestic Violence, Virginia's Community Defined Solutions to Violence Against Women, Richmond, Virginia.

HIGHLIGHTS: PROFESSIONAL DEVELOPMENT

- Technical Writing for the Grants Workforce, Grants Management Academy, Department of Health and Human Services, February 2023
- Introduction to Grants Management, Grants Management Academy, Department of Health and Human Services, February 2023
- Creating an Accessible Excel Worksheet - Section 508, Administration for Children and Families, Office of the Chief Information Officer, February 2023
- 2021 A Call to Action to Change Child Welfare: Kempe Center's International Virtual Conference; October 2021
- Destigmatization work and intersections to oppression and treatment, George M. Johnson, Princeton University, LGBT Center, April 2021
- Handling disclosures in a trauma-informed way in online sexual violence prevention environments during COVID-19, PreventConnect and the National Sexual Violence Resource Center, April 2021
- Turn up the volume on Chanel Miller, Columbia University, April 2021
- Critical conversations on imposter syndrome with Dr. Jess Joseph, Princeton University, TigerWell, CPS, Women*s Center, April 2021
- Campus Life hiring managers training, Princeton University, Human Resources, March 2021
- University Health Services' All Staff In-Service: Building organizational capacity for equity, diversity and inclusion, Princeton University, Health Services, January 2021
- Campus Life training: Race and Racial Equity by Dr. Kira Banks, Princeton University, Dec 2020

Leading in a culture of inclusion, Princeton University, Human Resources, July 2020
 Leading effective virtual performance conversations, Princeton University, Human Resources, May 2020
 Decolonizing sex positivity: A conversation with Sonalee Rashatwar, Princeton University, Carl A. Fields Center for Equality + Cultural Understanding, April 2020
 University Health Services' All Staff In-Service: Advancing health equity with Dr. Uche Blackstock, January 2020.
 NASPA Strategies Conference 2020, New Orleans, Louisiana. January 2020.
 New Jersey Conference on Campus Sexual Violence, Somerset, New Jersey. March 2019.
 Preventing, assessing & treating trauma across the lifespan, 15th Hawai'i International Summit, Institute on Violence, Abuse and Trauma, Honolulu, Hawai'i. April 2018.
 Website manager training, University of Mary Washington. October 2016.
 Warmth of other suns: Multidisciplinary strategies to prevent & respond to sexual and intimate partner violence in African American communities, Virginia Sexual and Domestic Violence Action Alliance, Richmond, Virginia. August 2016.
 Campus safety and violence prevention forum, Department of Criminal Justice Services, Portsmouth, Virginia. March 2016.
 A symposium on gender violence and campus safety policy issues, VCU Wilder School Center for Public Policy. Richmond, Virginia. March 2015.
 Fiscal management: Planning, budgeting, decision-making, and financial reports. Virginia Sexual and Domestic Violence Action Alliance, Richmond, Virginia. March 2013.
 Domestic violence and the Black community: Unpacking the significance of diversity, Institute on Domestic Violence in the African American Community. Norfolk, Va. August 2012.
 Advanced coordinated community response and leadership institute, Sessions I & II, Virginia Partnership of Community Defined Solutions to Violence Against Women. Richmond, Virginia. December 2011 and June 2012.

HIGHLIGHTS: PROFESSIONAL SERVICE

Office on Violence Against Women
 DEIA Committee, Outreach Chair, 2023
 Virginia Department of Social Services
 Diversity, Equity and Inclusion Committee, Family Services, 2021-2022
 Princeton University
 Lavender Graduation Awards Nomination Committee, 2021
 University Health Services' Transpersons Health Team, 2020-2021
 Campus Life Development Committee D&I Subcommittee, Member, 2019-2021
 Peer to Peer Educator Groups' Administrators, Member, 2017-2021
 U Matter Initiative, 2017-2021
 Student Advocacy Coalition, Member, 2019-2020
 Center for Earth-Based Healing, Camp Ostara Advisory Committee, Member, 2017-2018
 University of Mary Washington's 2016 Judge Panel for Undergraduate Research Forum on Women's Studies, Judge, 2016.
 Virginia Campus Task Force, Virginia Sexual and Domestic Violence Action Alliance, Member, 2015 to 2016
 Virginia Commonwealth University and Pathways Partnership, Research Support Member, 2015

Chesterfield Domestic Violence Task Force, Delta Committee, “Relate 2 You: A Mini-Play On An Unhealthy Relationship,” Playwright, 2013 to 2014.

I-CAN! Advisory Board Support Team, I-CAN! Virginia Advisory Board, 2013-2014, Team Member Accreditation Panel, Virginia Sexual and Domestic Violence Action Alliance, Member, 2013.

Women of Color Caucus, VA Sexual & Domestic Violence Action Alliance, Member, 2011-2013. Strategic Planning Impact Group, Virginia Sexual and Domestic Violence Action Alliance, Member, 2012-2013.

AWARDS AND NOMINATIONS

2022 Commissioner Award Nominee for Outstanding Leader: Diversity, Equity and Inclusion Committee, Virginia Department of Social Services, Division of Family Services

2022 Commissioner Award Nominee for People Helping People: Diversity, Equity and Inclusion Committee, Virginia Department of Social Services, Division of Family Services

2020 Princeton University Tiger Award for staff leadership in developing SHARE office logic model and theory of change

U.S. Department of Justice, Office of Violence Against Women, September 2016, Grants to Reduce Sexual Assault, Domestic Violence, Dating Violence, and Stalking on Campus Program. Grantee: University of Mary Washington, \$299, 926; Principle/Project Lead and Proposal Writer.

U.S. Department of Health and Human Services, Office on Women’s Health, August 2016, The College Sexual Assault Policy and Prevention Initiative. Sub-grantee: University of Mary Washington, \$30,000. Principle/Project Lead and Proposal Writer.

2nd Place Research Poster. **Ross, A.I.** (2015). *“Rip It!”: A juxtapositional and critical discourse analysis of gender violence in 3 Tyler Perry films.* Poster session presented at the Virginia Commonwealth University’s School of Social Work Symposium, Richmond, Virginia. Available: <http://scholarscompass.vcu.edu/gradposters/3/>

Highlights of My DEIA¹ Contributions by Employer

Dr. Avina I. Ross, 2011 through 2023

U.S. Dep. of Justice, Office on Violence Against Women, 2023 (Culturally Specific Grant Manager)

- Served as inaugural DEIA Committee Outreach Chair on DEIA Committee's Leadership Team
 - Co-developed consensus decision-making process for DEIA committee
 - Developed ally membership (ad-hoc) status for DEIA committee
 - Recruited and oriented new committee members
 - Developed guidance on outreach approaches to be sponsored by committee members
 - Created first annual DEIA Committee biographies book
 - Developed and analyzed committee demographic survey
- Provided grant, policy, budgetary and programmatic technical assistance to culturally-specific organizations/grantees

Tufts University, CARE Office, 2023 (Independent DEI Consultant)

- Developed and facilitated reflexive practices for CARE staff, which included: exploring and remedying white supremacy in CARE; leveraging on/off relationships; reflecting and learning from mishaps; and uncovering white allyship needs and challenges
- Assisted with CARE's elevation of anti-oppressive practices, which included: review and remediation of office policies and procedures, evaluation tools, and CARE prevention curricula for diversity, equity, inclusion and justice
- Provided a first draft of CARE's online feedback form and campus-wide feedback survey
- Guided CARE with developing their DEI strategic framework, tools, and relationships, which included: developing protocol for their first advisory committee, shared values, mission statement, strategic mapping and DEI gaps analysis

Virginia Department of Social Services, 2021-2023 (Program Administrative Specialist)

- Implemented pay equity initiative for VDSS, OFV grantees in new grant solicitation
- Served on DEI committee and spearheaded development on consensus decision-making model
- Served as culturally relevant subject matter expert for violence prevention grantees
- Improved site monitoring assessment to include components of equity and language justice

Princeton University, 2017-2021 (Associate Director; Prevention Curriculum Assessment Manager)

- Revised peer educator and advocate training curriculum to center culturally relevant advocacy components
- Created DEI and anti-oppression centered logic model, theory of change, and vision statement for SHARE Office
- Developed SHARE office service evaluation with equity and inclusion measures as well as inclusive demographic measures
- Served as culturally-specific subject matter expert for U Matter, health promotion initiative
- Expanded diverse representation (e.g. race, gender, sexual orientation and religious affiliation) within peer education/advocacy program
- Served on Transpersons Health Team and Campus Life's Diversity and Inclusion Subcommittee
- Co-developed Student Advocacy Coalition, a group of campus administrators committed to support students with housing and food insecurities, as well as gender-diverse students experiencing harm by faculty

¹ Diversity, Equity, Inclusion and Accessibility

- Developed and facilitated many presentations and trainings on culturally relevant trauma-informed response, anti-oppression violence prevention work, intersectionality and trauma, microaggressions, and more (see: presentation/training facilitation section of CV)

Virginia Department of Social Services, 2017 (Underserved Populations Outreach Specialist)

- Provided diversity and equity-based consultation to domestic violence agencies in Virginia to improve their partnerships with organizations that serve culturally-specific communities
- Facilitated community conversations with community-based organizations (serving refugee, Black and Latinx women as well as LGBTQIA communities), domestic violence programs, and domestic violence survivors
- Helped organizations assess their readiness to serve and provide culturally-specific outreach to underserved populations
- Wrote a Request for Applications funding opportunity to improve outreach of underserved populations to domestic violence services

University of Mary Washington, 2015-2017, (Sexual Assault and Prevention Specialist)

- Oversaw, developed and coordinated prevention education and victim advocacy program for sexual misconduct, sexual assault, intimate partner violence, stalking and harassment
- Participated on Sexual Assault Response Team, University Wellness Committee, Office of Title IX Hiring Committee, and other multidisciplinary groups
- Served in mentorship capacity for undergraduate students of color and those with marginalized identities

Virginia Commonwealth University, 2013-2014 (Graduate Research Assistant)

- Co-facilitated healthy relationship workshops for persons with traumatic brain injuries and other disabilities
- Provided research and administrative support for the intervention and community based research projects to promote healthy relationships for people with disabilities
- Provided research support (e.g. literature reviews, transcription, thematic data analysis and manuscript writing) for community-based participatory research projects on Somali refugee experiences and mental health

Avalon Center, 2012-2013 (Operations and Community Response Specialist)

- Served on coordinated team to combat homelessness as well as the domestic/sexual violence coalition's Strategic Impact Group and Women of Color Caucus
- Designed and implemented local community needs assessment, focused on the specific needs of survivors of color and LGBT survivors
- Supervised community-based student interns
- Provided advocacy and housing services for survivors and their children

The College of William and Mary, 2012 (Domestic and Sexual Violence Graduate Intern)

- Revised curriculum for sexual assault advocacy course to include cultural relevant based literature on advocacy, survivor needs and program evaluation

Virginia Department of Health, Office of the Chief Medical Examiner, 2011-2012 (Domestic Violence Fatality Review Coordinator)

- Served as statewide coordinator to provide training and technical assistance to sixteen local and regional domestic violence fatality review teams in Virginia
- Developed a data collection tool and database to collect culturally attentive data for regional and local teams

- Participated on Virginia Sexual and Domestic Violence Action Alliance's Strategic Impact Group and Women of Color Caucus.
- Revised domestic violence fatality review curriculum for local and regional teams to include culturally responsive reviews.
- Participated on Virginia Partnership to Community Defined Solutions to Violence Against Women, a federally funded project of the Office of Violence Against Women.
- Spearheaded planning and development for a statewide institute on advanced leadership and coordinated community response to domestic violence.