

Hayden Cedric Dawes, PhD, MSW, LCSW, LCAS

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AREAS OF INTEREST

Mental Health for LGBTQ+ People of Color
Social Media, Online Methods and Interventions
Cultural Humility and Cultural Competence
Health Disparities and Equity
Intersectionality: Race/Ethnicity, Gender, and Sexual Orientation

ACADEMIC APPOINTMENT

2024— **Assistant Professor**, Graduate School of Social Work and Social Research, Bryn Mawr College, Bryn Mawr, PA

EDUCATION

2024 University of North Carolina at Chapel Hill, School of Social Work, Chapel Hill, NC
PhD Major Field: Social Work. Dissertation: *Liberating Ourselves with #RadicalPermission: A Mixed-Methods Intervention Study of People in Digital Community* (chair: Dr. William Hall)

2014 North Carolina State University, Department of Social Work, Raleigh, NC
Degree Awarded: **MSW**, Concentration: Generalist Practice

2008 University of North Carolina at Greensboro, School of Music, Greensboro, NC
Degree Awarded: **BM**, Major Field: Music

AWARDS & HONORS

2024 Outstanding Doctoral Student, School of Social Work, University of North Carolina at Chapel Hill, NC (\$250.00)

2020-2024 Robert Wood Johnson Foundation, Health Policy Research Scholars Program Award, John Hopkins University, Baltimore, MD (\$124,000)

2023 Rev. Dr. Pauli Murray Outstanding Sexual & Gender Minority Dissertation Award, Duke University, Sexual and Gender Minority Wellness Program (\$1,000)

2023-2024 Graduate Tuition Incentive Scholarship, University of North Carolina at Chapel Hill, NC (\$5,460)

2023 Event Ambassador for Annual Qualitative Summer Intensive, Research Talk, Cary, NC (\$1,575)

2022-2023 Graduate Tuition Incentive Scholarship, University of North Carolina at Chapel Hill, NC (\$5,460)

2022 Event Ambassador for Annual Qualitative Summer Intensive, Research Talk, Inc., Cary, NC (\$1,575)

2021-2022 Health Policy Research Scholars, Conference Travel Award (\$1,500)

2021-2022 Graduate Tuition Incentive Scholarship, University of North Carolina at Chapel Hill, NC (\$10,500)

2020-2021 Graduate Tuition Incentive Scholarship, University of North Carolina at Chapel Hill, NC (\$10,500)

2019-2020 North Carolina Excellence Fellowship, University of North Carolina at Chapel Hill (\$20,000)

2017 American Academy of Psychotherapists Scholarship, Albany, NY (\$1,000)

2017 I-CARE Award for Advocacy, Durham Veterans Affairs Health Care System, Durham, NC

2015 Monthly Recognition Award, Durham Veterans Affairs Health Care System, Durham, NC

2015 Monthly Recognition Award, Durham Veterans Affairs Health Care System, Durham, NC

2013-2014 Diversity Graduate Assistance Scholarship, North Carolina State University

2013-2013 Academic Enhancement Scholarship, North Carolina State University

RESEARCH FUNDING

2023-2024 **Principal Investigator.** Robert Wood Johnson Foundation. Health Policy Research Scholar, Dissertation Research Grant Award, *Liberating Ourselves with #RadicalPermission: A Mixed-Methods Intervention Study of People in Digital Community* John Hopkins University, Baltimore, MD (\$9,960)

2021-2022 **Co-Principal Investigator.** Robert Wood Johnson Foundation Boston University, MA. Health Policy Research Scholars (ID77826). *Impact of COVID-19 and Racism on BIPOC Experiences with Mental Health Services: Implications for Health Equity* (\$30,000)

2020-2024 **Scholar.** Robert Wood Johnson Foundation's Health Policy Research Scholars Program, John Hopkins University, Baltimore, MD (\$124,000)

2019-2020 **Fellow.** North Carolina Excellence Fellowship, University of North Carolina at Chapel Hill,

Chapel Hill, NC (\$20,000)

PUBLICATIONS

Peer-Review Journal Articles

Schnarrs, P.W., Dorri, A., Russell, S.T., Grigsby, T., Charak, R., **Dawes, H.C.**, Stone A.L. Yockey R.A., Rosenberger J.G. (In Press). Adverse childhood experiences, perceived discrimination, and mental health in sexual and gender minority adults: Comparing stress accumulation and stress sensitization models. *LGBT Health*

Klein, L. B., Doyle, L. J., **Dawes, H. C.**, Stulting, T.T., Cruys, C., Faccini, M. D., & Marcotte, M. M. (In Press). The impact of COVID-19 on campus sexual and relationship violence against LGBTQ+ communities. *Journal of Diversity in Higher Education*

Dawes, H.C., Eden, T. M., Hall, W. J., Srivastava, A., & Williams, D. Y. (2024). Which types of social support matter for Black sexual minority men coping with internalized homophobia? Findings from a mediation analysis. *Frontiers in Psychology*, 15, 1235920.

<https://doi.org/10.3389/fpsyg.2024.1235920>

Lippold, M. A., Hall, W., Williams, D. Y., Jenkins, M., **Dawes, H.C.**, & Mills-Koonce, R. (2024). Parenting and Queer Youth Mental Health and Substance Use: A Systematic Review and Meta-analysis. *Adolescent Research Review*, 1-24. <https://doi.org/10.1007/s40894-024-00232-4>

Williams, D. Y., Hall, W. J., **Dawes, H.C.**, Srivastava, A., Radtke, S. R., Ramon, M., Bouchard, D., Chen, W. T., & Goldbach, J. T. (2023). Relationships between internalized stigma and depression and suicide risk among queer youth in the United States: A systematic review and meta-analysis. *Frontiers in Psychiatry*. 4, 1205581. <https://doi.org/10.3389/fpsyg.2023.1205581>

Dawes, H. C., Williams, D. Y., Klein, L. B., Forte, A. B., Gibbs, D. J., McGarry, B., Hirst, L. E., & Hall, W. J. (2022). Experiences of lesbian, gay, bisexual, transgender, and queer people of color in mental health services and substance use treatment services: A systematic review. *Journal of the Society for Social Work Research*. Advance online publication. <https://doi.org/10.1086/721454>

Klein, L. B., **Dawes, H. C.**, James, G., Hall, W. J., Rizo, C. F., Potter, S. L., Martin, S. L., & Macy, R. J. (2022). Sexual and relationship violence and LGBTQ+ college and university students: A scoping review. *Trauma, Violence, and Abuse*. Advance online publication. <https://doi.org/10.1177%2F15248380221089981>

Ware, O. D., Austin, A. E., Srivastava, A., **Dawes, H. C.**, Baruah, D., & Hall, W. J. (2023). Characteristics of Outpatient and Residential Substance Use Disorder Treatment Facilities with a Tailored LGBT Program. *Substance Abuse: Research and Treatment*, 17. <https://doi.org/10.1177/11782218231181274>

Hall, W. J., **Dawes, H. C.**, & Plocek, N. (2021). Sexual orientation identity development milestones among lesbian, gay, bisexual, and queer people: A systematic review and meta-analysis. *Frontiers in Psychology*, 12, 753954. <https://doi.org/10.3389/fpsyg.2021.753954>

Hall, W. J., & **Dawes, H. C.** (2019). Is fidelity of implementation of an anti-bullying policy related to student bullying and teacher protection of students?. *Education Sciences*, 9(2), 112.

<https://doi.org/10.3390/educsci9020112>

Williams, D. Y., Hall, W. J., **Dawes, H. C.**, Rizo, C. F., & Goldbach, J. T. (2022). An Integrated Conceptual Model to Understand Suicidality among Queer Youth to Inform Suicide Prevention. *Societies*, 12(6), 170. <https://doi.org/10.3390/soc12060170>

Edited Book Chapters

Hall, W. J., Williams, D. Y., **Dawes, H. C.**, Adams, L. B., & Merino, Y. M. (2023). Implicit attitudes and implicit bias. In H. S. Friedman & C. N. Markey (Ed.), *Encyclopedia of mental health* (3rd ed., pp. 226-233). Elsevier.

Hall, W. J., **Dawes, H. C.**, Forte, A. B., Hirst, L. E., & Mora, D. (2022). Health policies and programs for children and youth. In W. J. Hall, P. Lanier, J. M. Jenson, & M. W. Fraser (Ed.), *Social policy for children and families: A risk and resilience perspective* (4th ed., pp. 187-228). Sage.

Dawes, H. C. (2021). Healers in Need of Healing. In Norris, M.M. (Ed.), *Prayers and Blessings for Healthcare Workers*. Church Publishing Incorporated.

Manuscripts Under Review

Hall, W. J., Williams, D. Y., Xu, Y., Scott, M., Chiang, P. C., Englert, A. R., Leite, J. A., **Dawes, H. C.**, & Srivastava, A. (under review). Use of mental health services regarding sexual orientation: Relations with demographics, depression, and suicidality among queer adults. *Frontiers in Psychiatry*.

Dawes, H.C. (revise and resubmit) Self-permission and radical permission: the utility of permission slips for healing and transformation

Hall, W. J., **Dawes, H. C.**, Hannay, J. W., Williams, D. Y., Frey, J. J., Srivastava, A., Chapman, M. V., Chen, D., Ramon, M. E., & Payne, B. K. (revise and resubmit). Development and initial validation of the implicit internalized sexual orientation stigma affect misattribution procedure (Internal-SOS-AMP).

Manuscripts In Preparation

Dawes, H.C., Vieytes, C., Mihos, P., Hall, W. J., Miller, W., Gibbs, D. J., Chapman, M.V., Albritton, T., Philip Schnarrs, P., & Masa, R. (in preparation). #Radicalpermission: An exploratory thematic content analysis of self-permission tweets in the pandemic era.

Other Publications

Dawes, H. C. (2020, June 1). An invitation to white therapists. *Medium*.

<https://elemental.medium.com/an-invitation-to-white-therapists-a04cc93b1917>

Dawes, H. C. (2018, May 31). Racial reconciliation: inviting curiosity to resist unintended racism. *North Carolina Society for Clinical Social Work*.

https://www.ncscsw.org/index.php?option=com_dailyplanetblog&view=entry&year=2018&month=05&day=30&id=23:part-2-racial-reconciliation-inviting-curiosity-to-resist-unintended-racism

Dawes, H. C. (2018, February 2). Valentine's day: what we can learn from elementary school students. *SASS blogs Work/Life February Relationships Series*.

<https://blogs.sas.com/content/efs/2018/02/09/valentines-day-what-we-can-learn-from-elementary-school-students/>

Dawes, H. C. (2017, December 27). Racial reconciliation: do white therapists talk to their white clients about race? *North Carolina Society for Clinical Social Work*.

https://www.ncscsw.org/index.php?option=com_dailyplanetblog&view=entry&year=2017&month=12&day=26&id=22:racial-reconciliation-do-white-therapists-talk-to-their-white-clients-about-race-12

Dawes, H. C. (2016, October 10). Becoming a clinical social worker. *North Carolina Society for Clinical Social Work*.

https://www.ncscsw.org/index.php?option=com_dailyplanetblog&view=entry&year=2019&month=10&day=09&id=7:becoming-a-clinical-social-worker

RESEARCH EXPERIENCE

- 2021—2024 **Research Assistant**, University of North Carolina at Chapel Hill, Chapel Hill, NC. National Institutes of Health (R01MD015109). *Charting Trajectories of Sexual Identity Development and Mental Health Disparities Among Sexual Minority Youth*. Principal Investigator: William J. Hall, PhD
- 2020—2021 **Co-Principal Investigator**, Boston University, Boston, MA. Robert Wood Johnson Foundation (ID77826). *Impact of COVID-19 and Racism on BIPOC Experiences with Mental Health Services: Implications for Health Equity*. Co-Principal Investigator: Daniel Do
- 2019—2024 **Research Assistant**, University of North Carolina at Chapel Hill, Chapel Hill, NC. National Institutes of Health (R21MD012687). *Implicit Internalized Stigma: Measuring and Examining a Determinant of Mental Health Disparities for Sexual Minorities*. Principal Investigator: William J. Hall, PhD
- 2016—2018 **Intervention Research Therapist**, Durham Veterans Affairs Medical Center & Duke University Center for Health Policy and Inequalities Research, Durham, NC. NIH-National Institute on Alcohol Abuse and Alcoholism funded RCT study. *Hepatitis C – Alcohol Reduction Treatment (Hep ART)* Principal Investigator: Rae Jean Proeschold-Bell, PhD
- 2013—2014 **Research Assistant**, *Stop Hunger Now Collaborative*, North Carolina State University, Raleigh, NC. Principal Investigator: Marcie Fisher-Borne, PhD

PRACTICE AND CONSULTATION EXPERIENCE

- 2022— **Psychotherapist.** Courage (Inside)Out, PLLC., Greensboro, NC
- 2022 **Guest Contributor.** February 14, 2022, “*This is Dating*”. *Magnificent Noise*, PRX, New York, NY
- 2022 **Contributor.** July 13, 2021, How’s work? with Esther Perel “*Race, Gender and Money*”. *Gimlet Media*, New York, NY
- 2021 **Consulting Producer,** July 13, 2021, How’s work? with Esther Perel “*Race, Gender and Money*”. *Gimlet Media*, New York, NY
- 2020— **Consultant,** Emotionally Focused Therapy Café, Online
- 2020 **Consulting Producer,** September 3, 2020, Where should we begin with Esther Perel “*On Again/Off Again*”. *Gimlet Media*, New York, NY
- 2017-2020 **Psychotherapist,** AHB Center for Behavioral Health and Wellness, Durham, NC
- 2018-2019 **Lesbian, Gay, Bisexual, Transgender Veteran Care Coordinator,** Durham Veterans Affairs Medical Center, Durham, NC
- 2016-2019 **Substance Use Disorders (SUD) Clinical Social Worker,** Durham Veterans Affairs Medical Center, Durham, NC
- 2015-2016 **Inpatient Medicine Clinical Social Worker,** Durham Veterans Affairs Medical Center, Durham, NC
- 2014-2015 **Outpatient Clinical Social Worker,** Durham Veterans Affairs Medical Center, Durham, NC
- 2014 **Community Support Team Specialist,** Carolina Outreach LLC, Durham, NC
- 2013-2014 **Social Work Field Education Internship,** Durham Veterans Affairs Medical Center, Mental Health Outpatient Clinic, Durham, NC
- 2012-2013 **Social Work Field Education Internship,** Triangle Family Services, Domestic Violence Offender Program/Emergency Housing, Raleigh, NC

PRESENTATIONS

Conference Presentations

Hall, W. J., **Dawes, H. C.**, Williams, D. Y., Frey, J. J., Srivastava, A., & Chapman, M. V. (2024). *Initial validation of a measure of implicit internalized stigma among queer people.* [Paper Presentation] 2024 Annual meeting of the Society for Social Work and Research, Washington, DC.

Srivastava, A., Hall, W. J., Williams, D. Y., **Dawes, H. C.**, Rusow, J., & Goldbach, J. T. (2024). *Racial/ethnic identification, non-affirming cultural environments, and internalized homonegativity among sexual minority adolescents*. [Paper Presentation] 2024 Annual meeting of the Society for Social Work and Research, Washington, DC.

Williams, D. Y., Hall, W. J., **Dawes, H. C.**, Srivastava, A., Radtke, S. R., Chen, W. T., & Goldbach, J. T. (2024). *Relationships between internalized stigma and depression and suicide risk among queer youth in the United States: A systematic review and meta-analysis*. [Paper Presentation] 2024 Annual meeting of the Society for Social Work and Research, Washington, DC.

Davis, C., **Dawes, H. C.**, Detlaff, A.J., Maino, C., Matagi, C.E., Tanka, W., & Williams, A. L. (2023, July). *Coalition Building: Collective Action in the Pursuit of a Culture of Health* [Conference Panel]. Robert Wood Johnson Foundation, Health Policy Research Scholars – Summer Institute, John Hopkins University, Baltimore, MD.

Lippold, M., Hall, W. J., Williams, D. Y., Jenkins, M., **Dawes, H. C.**, Mills-Koonce, R., & Gouchoe-Hanas, K. (2023). *The relationships between parenting and mental health and substance use outcomes among queer children and adolescents: A systematic review*. [Poster session]. 2023 Annual Meeting of the Society for Social Work and Research, Phoenix, AZ.

Villodas, M.L., Forte, A., & **Dawes, H. C.** (2022). *Unequal Beginnings: Responding to the Needs of Underrepresented Doctoral Students*. [Paper presentation]. 2022 Annual Program Meeting for the Council on Social Work Education, Anaheim, CA.

Klein, L. B., **Dawes, H. C.**, James, G., Hall, W. J., Rizo, C. F., Potter, S. J., Martin, S. L., & Macy, R. J. (2022). *A scoping review of a decade of research on sexual and relationship violence among LGBTQ+ college students*. LGBTQ Research Symposium. [Paper presentation]. Center for LGBTQ+ Research and Advocacy, School of Social Welfare. University of Kansas.

Dawes, H. C., Eden, T., Hall, W.J., Matthews., D (2022). *Which Types of Social Support Matter for Black Sexual Minority Men Coping with Oppression?: Findings from a Mediation Analysis*. [Poster presentation]. 2022 Annual Meeting of the Society for Social Work Research, San Francisco, CA.

Dawes, H. C., Jenkins, M., Smith, Q., Van Deirse, T., Albritton T. (2021) *An Anti-Racist Teaching Practicum for Doctoral Students: Student and Faculty Perspectives* [Conference Panel]. 2021 Annual Program Meeting for the Council of Social Work Education Annual Program Meeting, Orlando, FL.

Dawes, H. C., Klein, LB., Hirst, L.E., Forte, A.B., Gibbs, D.J., Hall, W.J. (2021). *Experiences of Lesbian, Gay, Bisexual, Transgender, and Queer, People of Color in Mental Health Services and Substances Abuse Services: A systematic review*. [Paper presentation]. 2021 Annual Meeting of the Society for Social Work Research, San Francisco, CA.

Gibbs, D. J., Johnson, T. L., Forte, A., & **Dawes, H. C.** (2021). *The effects of child participation in dependency court proceedings: A systematic review*. [Paper presentation]. 2021 Annual Meeting of the Society for Social Work Research, San Francisco, CA.

Hall, W.J., **Dawes, H. C.** (2021). *Sexual Orientation Identity Development Milestones Among Lesbian, Gay, Bisexual, and Queer People: A Systematic Review and Meta-Analysis*. [Poster session]. 2021 Annual Meeting of the Society for Social Work Research, San Francisco, CA.

Hall, W.J., **Dawes, H. C.**, Hannay, J., Payne, K., Chapman, M.V., (2021). *Developing a Measure of Implicit Internalized Stigma Among Queer People*. [Poster session]. 2021 Annual Meeting of the Society for Social Work Research, San Francisco, CA.

Dawes, H. C. (2020). *Experiences of Lesbian, Gay, Bisexual, Transgender, and Queer, People of Color in Mental Health Services and Substances Abuse Services: A systematic review*. [Paper presentation]. Queer mini-con. University of North Carolina at Chapel Hill, LGBTQ Center, Chapel Hill, NC.

Fisher-Borne, M., & **Dawes, H. C.** (2014). *MSW capstone research stop hunger now stakeholder report*. [Poster session]. Annual graduate student research symposium. North Carolina State University, Raleigh, NC.

Podcasts

Dawes, H. C. (2021, August). How To Give Yourself Radical Permission with Hayden Dawes. Podcast guest. Listen To Your Body Podcast. Host: Steph Gaudreau

Dawes, H. C. (2021, May). Anti-Racist, Anti-Oppressive Mental Health - Hayden Dawes, LCSW. Podcast guest. Doin' The Work: Frontline Stories of Social Change. Host: Shimon Cohen

Dawes, H. C. (2021, February). Radical Permission for Parents and Professionals of Children with Autism and/or ADHD. Podcast guest. Autism ADHD TV. Host: Holly Blanc Moses

Dawes, H. C. (2021, February). Radical permission. Podcast guest. Over it and on with it. Host: Christine Hassler

Dawes, H. C. (2020, December). Doing the work: talking racism, self-compassion, and radical permission. Podcast guest. Smart Sex, Smart Love. Host: Joe Kort

Dawes, H. C. (2020, August). Colorblindness in mental health and the illusion of certainty. Podcast guest. Pure Curiosity. Host: Iris McAlpin

Dawes, H. C. (2020, June). Seeing ourselves in therapy. Podcast guest. Audience of One. Host: Monique Tuset

TEACHING EXPERIENCE

Instruction

Course Instructor (Fall 2024). SOWK B501, Foundations of Social Work Practice I: MSS Program, Graduate School of Social Work and Social Research, Bryn Mawr College, Bryn Mawr, PA

Course Instructor (Spring 2022). SOWO 510, Foundations of Evidence-Based Practice and Program Evaluation, MSW Distance Education at Winston Salem Program, University of North Carolina at Chapel Hill, Chapel Hill, NC

Secondary Instructor (Fall 2021). SOWO 840, Adult Mental Health: MSW, University of North Carolina at Chapel Hill, Chapel Hill, NC.

Guest Lectures

Dawes, H. C. (2021) *Substance abuse with Queer Clients*. SOWO 709: Social Work with the LGBTQ Community, The School of Social work, University of North Carolina at Chapel Hill, Chapel Hill, NC.

Dawes, H. C. (2021). *Policy Considerations for Social Workers*. SOWO 836: Health justice and policy, University of North Carolina at Chapel Hill, Chapel Hill, NC.

Dawes, H. C. (2021). *Understanding group dynamics to improve teamwork*. PLCY 130: Getting It Done: Social Innovation: Bryan Fellowship. University of North Carolina at Chapel Hill, Chapel Hill, NC.

Dawes, H. C. , Forte, A.B., Parisi, A., & Klein, LB. (2020). *Conceptualizing Social Problems to Inform Interventions*. SOWO 900: Foundations for Theory Construction. School of Social Work, University of North Carolina at Chapel Hill, Chapel Hill, NC.

Dawes, H. C. (2020). *The foundations and implications of Historical Trauma*. SOWO 815: Treatment of Trauma and Violence. School of Social Work, University of North Carolina at Chapel Hill, Chapel Hill, NC.

***Dawes, H. C.** , McAngus, E., McGovern, T., & Zerden, L. (2020). *HIV, Substance Use, and Harm Reduction*. School of Social Work, University of North Carolina at Chapel Hill, Chapel Hill, NC.

Dawes, H. C. (2018). *Depression, anxiety, self-harm, and suicidality*. SOWO 709: Social Work with the LGBTQ Community. School of Social work, University of North Carolina at Chapel Hill, Chapel Hill, NC.

Invited Presentations

Dawes, H.C. (2023) *Intersectional Stressors and Strengths: Working with LGBTQ+ Clients of Color in Mental Health and Behavioral Health Treatment*. Durham VA Health Care System, Durham, NC.

Dawes, H.C. (2023) *Clinical Frameworks and Applications for Working with LGBTQ+ People of Color*. LGBTQ+ Summit: Breaking down barriers to inclusive mental health care and connection. PESI, Eau Claire, WI

Dawes, H. C. (2019). *Mental Health Policies impact on direct practice with LGBTQ+ Veterans*. S618 Social Policy & Services, Indiana University/Purdue University at Indianapolis, Indianapolis, IN.

Dawes, H. C. (2018). *Developing effectiveness in the therapeutic relationship: how to become a magician*. Fielding Graduate University, Durham, NC.

Dawes, H. C. (2015). *Developing relationships in a managed care world*. CNS 738: School Counseling Practicum, Wake Forest University, Winston-Salem, NC.

In-Service Training Leader

Dawes, H. C. (2023). *Intersectional Stressors and Strengths: Working with LGBTQ+ Clients of Color in Mental Health and Behavioral Health Treatment*. Durham VA Health Care System, Virtual/Durham, NC.

Dawes, H.C., Hall, W. J., Williams, D. Y., Srivastava, A., & Baruah, D. (2023). *Meeting the behavioral health needs of LGBTQIA+ individuals*. Social Work Legacy Speakers Series, School of Social Work, University of North Carolina, Chapel Hill, NC.

Dawes, H. C. , Dice, J., Fulwiler, M., Marshall, A. (2022). "How to use social media for good." Clinicianfest Conference, Virtual/New York, NY.

Dawes, H. C. , Briscoe-Smith, A. Calloway, A., Graham-LoPresti, J., Neblett, E. (2021). *Anti Racism Panel Webinar: Enough talk, more action: Exploring ways to be actively anti-racist across professional domains in our work as mental health professionals*. Association for Behavioral and Cognitive Therapies. New York, NY.

Dawes, H. C. (2021). *Attending to the needs of LGBTQIA+ Clients of Color in Clinical Practice: Cultural Humility & Intersectionality*. Houston Association for Marriage and Family Therapy. Virtual/Houston, TX.

Dawes, H. C. (2020). *Examining the Experiences of LGBTQ+ Clients of Color in Behavioral Health Treatment*. National Association for Social Workers – North Carolina Chapter, Fall Conference. Virtual/Raleigh, NC.

Dawes, H. C. (2020). *Settling into the Discomfort: The Ethics of Anti-Racist Social Work Practice*. North Carolina Society for Clinical Social Work, Virtual/Raleigh, NC.

Dawes, H. C. (2020). *Applying Cultural Humility to foster connection with Queer Clients of Color*. Modern Sex Therapy Institute. Virtual/West Palm Beach, FL.

Dawes, H. C. (2020). *Systemic Racism & White Privilege: What does this have to do with mental health practice?* Coastal Horizons Center. Virtual/Wilmington, NC.

Dawes, H. C. (2020). *Exploring intersectionality and cultural humility as a health care team.* University of North Carolina Family Medicine Center at Chapel Hill, Chapel Hill, NC.

Dawes, H. C. (2019). *Cultural Humility: Moving Beyond Cultural Competency.* Psychology Intern Seminar Series, Durham VA Health Care System, Durham, NC.

Ghezzi, M., & **Dawes, H. C.** (2019). *Understanding group dynamics to improve team work.* Workshop at Implementation Science Summer Institute: Beginning the Conversation on Equity. University of North Carolina at Chapel Hill School of Social Work, Chapel Hill, NC.

Dawes, H. C. (2019). *The fundamentals of Cultural Humility.* Interprofessional Psychosocial Rehabilitation & Recovery Fellowship, Durham Veterans Affairs Health Care System, Durham, NC.

Dawes, H. C. , & Briggs, M. (2018). *How to thrive at work: boundaries, integrity, and generosity.* Workshop at Social Work Retreat. Veterans Affairs Health Care System, Durham, NC.

Serio, J. & **Dawes, H. C.** (2017). *Exploring and Illustrating Ethical, Clinical Social Work Care in Working with LGBTQ+ Veterans.* Veterans Affairs Healthcare System, Durham, NC.

SERVICE

Service to the University

- 2024— **Committee Member**, PhD Committee, Graduate School of Social Work and Social Research, Bryn Mawr College, Bryn Mawr, PA
- 2024— **Committee Member**, Policy Committee, Graduate School of Social Work and Social Research, Bryn Mawr College, Bryn Mawr, PA
- 2022-2024 **Student Representative**, Diversity Committee, School of Social Work, University of North Carolina at Chapel Hill, Chapel Hill, NC.
- 2021-2022 **Student Representative**, Doctoral Program Committee, School of Social Work, University of North Carolina at Chapel Hill, Chapel Hill, NC.
- 2020 **Bryan Fellowship Selection Committee**, University of North Carolina at Chapel Hill, Chapel Hill, NC.
- 2013-2014 **President**, Graduate Student Social Work Association, North Carolina State University Raleigh, NC.
- 2013 **Graduate Student Co-convener**, May 2013—June 2013, *12th Annual Social Equity Leadership Conference*, North Carolina State University, Raleigh, NC. Principal Investigator: RaJade Berry-James, PhD.

2012-2013 **University Graduate Student Association Representative**, University Graduate Student Association, North Carolina State University, Raleigh, NC.

Service to the Profession

2022— **Editorial Board**, *The SAGE Encyclopedia of Mood and Anxiety Disorders*

2021— **Executive Council Member**, American Academy of Psychotherapists, Albany, NY

2016-2019 **Vice-President**, North Carolina Society for Clinical Social Work, Raleigh, NC.

2014-2016 **Chair of Communications Committee**, North Carolina Society for Clinical Social Work Raleigh, NC.

SELECTED TRAINING AND WORKSHOPS

Missing Data: Dealing with the Challenge, University of North Carolina at Chapel Hill, School of Social Work, Chapel Hill, NC

Budgeting for NIH Research Grants, University of North Carolina at Chapel Hill, School of Social Work, Chapel Hill, NC

Qualitatively-oriented Mixed Methods Research: Practical Strategies for Integration of Qualitative and Quantitative Data, Research Talk, Chapel Hill, NC

Doing Qualitative Research Online, Research Talk, Chapel Hill, NC

Coding and Analyzing Qualitative Data, Research Talk, Chapel Hill, NC

Designing, Executing, and Presenting Qualitative and Mixed Methods Research, Research Talk, Chapel Hill, NC

Ten Tips for Publishing Qualitative Research, Research Talk, Chapel Hill, NC

Mixed Methods Research Certificate, University of Michigan, School of Social Work

Episode Profiles: Capturing and Analyzing Holistic Stories of Each Data Collection Episode, Research Talk, Chapel Hill, NC

PROFESSIONAL AFFILIATIONS

2021— Counsel of Social Work Education

2020— Society for Social Work and Research

2018— American Academy of Psychotherapists

2013— North Carolina Society of Clinical Social Work
2012— National Association of Social Workers

PROFESSIONAL LICENSES

Licensed Clinical Social Worker, North Carolina	#C010185
Licensed Clinical Addiction Specialist, North Carolina	#LCAS-20987