

**NORMA TIMBANG**

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[norma.timbang@gmail.com](mailto:norma.timbang@gmail.com) / [normat@uw.edu](mailto:normat@uw.edu)**PROFESSIONAL EXPERIENCE****Private Practice, Seattle, WA (March 2012 – present)**

Mental Health Therapist – Provide individual and group psychotherapy, and organizational healing. Provide trainings on culturally responsive interpersonal skills, human and health services in the context of diversity and cultural difference, development of culturally responsive practice models (e.g., relevant for survivors of sexual and intimate partner violence and impacts of trauma and historical trauma), facilitate processes toward organizational transformations and healing, and addressing conflict through the lens of equity and social justice. Co-founder of a holistic wellness clinic: The Well on Beacon.

**Communities in Schools of Seattle (October 2010 – present)**

Field Instructor for graduate and undergraduate practicum students working in dropout prevention in 6 public schools; previous position included supervision of case management programs and whole school involvement projects in Aki Kurose and Denny International Middle Schools, working primarily with communities of color and immigrant and refugee communities.

**University of Washington School of Social Work, Seattle, WA (January 2009 – present):**

Lecturer – courses taught:

- Social Welfare 215 – “InterGroup Dialogue on Race and Gender”
- Social Welfare 404 – “Social Justice and Diversity”
- Social Welfare 442 and 443 – “InterGroup Dialogue Co-Facilitation”
- Social Work 504 – “Social Work for Social Justice: Developing a Professional Stance”
- Social Work 510 – “Introduction to Social Work Practice” (micro/meso)
- Social Work 511 – “Intermediate Direct Servicer Practice” (micro/meso)
- Social Work 512 – “Organizational and Community Change Practice” (community change)
- Social Work 513 – “Organizational and Community Change Practice” (organizational change)
- Social Work 527 – “Global and Local Inequalities: Critical Analyses of Policies and Processes of Globalization”
- Social Work 534 – “Praxis of InterGroup Dialogue”
- Social Work 538 – “Critical Empowerment: Multicultural Practice with Immigrants and Refugees”
- Social Work 574 – “Community Collaborative Program Evaluation”
- Social Work 599 – Independent Study, e.g., microaggressions, intergroup dialogue, community art and assessment of high risk youth, non-profit development, juvenile justice policies and systems, feminist and decolonizing perspectives of trauma, Muslim community and social work practice, and Seattle Occupy.
- Social Work 600 – Thesis committees –
  - Sabrina Chen (2016): “An Exploratory Qualitative Research Study on Resilience and Healing for Asian, Pacific Islander & South Asian Adult Survivors of Child Sexual Abuse”
  - Derek Dizon (anticipated, June 2017): “Himlayan ng Dalamhati: Transformations of Grief among Filipino Americans across the Generations”

Co-coordinate and/or facilitate School of Social Work events, e.g., Seattle Occupy Activist Panel and Teach-In; U.S. Women & Cuba Collaboration Report Back; and workshops for students of color on internalized oppression. Supervise interns, work study students, and teaching assistants/teaching practicum students in curriculum development and intergroup dialogue co-facilitation. Advise BASW and MSW students.

**Seattle University, Department of Social Work, Seattle, WA (January 2016 – present)**

Lecturer – Courses:

- Social Welfare 3020 – “Human Development over the Life Span”
- Social Work 5210 – “Social Work and Social Justice”
- Social Work 5310 – “Human Behavior and Social Environment”

**Private Consultant/New Transitions Consulting (1994 - present)**

Provide private consultation on integration and building foundations of social justice, cross cultural program planning/development, organizational development and strategic planning, and design and implementation of capacity building projects for organizational infrastructures (including fiscal management, policy advocacy, and human resource management). Provide research and training services, including needs assessments, program development and evaluation, theory of change and social change development, performance measurement development, and curriculum development. Provide group facilitation, retreat facilitation and workshops on social justice, and cross cultural communication, organizational healing and facilitated dialogue towards addressing/mediating conflict.

2016 project highlights:

- Washington DSHS Aging and Long-Term Support Administration – Consultant to cultural responsiveness, racial equity assessment, and program evaluation project; co-trainer on cultural humility and racial equity
- City of Seattle Office of Civil Rights – Strategic Planning consultant
- City of Seattle Race & Social Justice Initiative – Dialogue consultant
- Pratt Fine Arts Institute – Strategic Planning Consultant facilitating creation and implementation of racial equity initiative
- A local community college – Organizational Healer and facilitator of planning for structural change in 2 departments
- API Chaya – Program Advisor to direct service advocates and community organizers
- Washington Bus – Strategic Planning Consultant towards social justice and racial equity
- The Rainbow Center (Tacoma) – Dialogue consultant for community members advocating for transgender rights
- City of Tacoma – Consultant for community and Tacoma Police dialogues.

**Science and Management of Addictions, Seattle, WA (October 2011 – March 2012)**

Family Clinician – Facilitated youth groups and parent/family groups; assessed and counseled family members of youth/young adults involved in substance abuse; work with families to address impacts of youth addiction and motivate towards entering and completing treatment.

**National Queer Asian & Pacific Islander Alliance, Seattle, WA (December 2008 – August 2009)**

Conference Coordinator – Contracted to coordinate local committees and logistics for August 2009 national conference, included coordinating volunteer committees, meeting facilitation, conference

schedule, media, logistics, volunteer recruitment and supervision, program design and publication oversight, and outreach.

**Center for Women's Welfare, UW School of Social Work, Seattle, WA (January – December 2008)**

Senior Research Coordinator/Program Coordinator [temp, Jan – Sept 2008] – Managed administrative tasks relevant to research on social welfare programs, including budget and fund development and management, staffing/human resources, human subjects/IRB submissions, contract development and management, and ensure compliance with UW grants and contracts requirements.

**Davis Y. Ja & Associates, San Francisco, CA (March 2004 – December 2014)**

Researcher & Trainer, Seattle Field Office (Occasional) – Develop and coordinate research projects; provide trainings and technical assistance on social and behavioral program design (including services such as substance abuse treatment, motivational interviewing, CBT, empowerment programs, etc.) and organizational infrastructure; provide consultation and technical assistance for community-based organizations on psychometric instruments, performance measures, program evaluation and best practice development.

**Asian and Pacific Islander Women and Family Safety Center, Seattle, WA (April 2000 – January 2004)**

Executive Director – Overall organizational management for organization serving primarily immigrant and refugee communities, communities of color, and LGBTQ communities. Managed, co-developed, and delivered direct service and counseling programs, crisis management, youth development programs, community organizing projects, volunteer development and retention, coalition building, culturally responsive technical assistance and training programs, collaborative projects, fund development, organizational planning and board activities, human resources, budgets, grants and contracts.

**International Community Health Services, Seattle, WA (April 1999 – June 2000)**

Consultant – Advised on culturally responsive program development (April – June 2000); Community Programs Director – Managed Breast and Cervical Health, HIV/AIDS, LGBTQ, Community Health Advocacy and Outreach, Senior Home Visiting, Women/Infant/Children, Nutrition, and Domestic Violence programs; provided crisis intervention and social work support in primary care setting serving immigrants and refugees; conducted community assessment and program evaluation projects; developed grants and coordinated contracts; provided technical assistance and training on cultural competence and program and protocol development; developed collaborative projects and coordinated research projects (April 1999-March 2000).

**New Beginnings, Seattle, WA (July 1997 – April 1999)**

Teen Dating Violence Prevention Coordinator – Provided school-based education on dating violence and sexual assault prevention, peer educator/advocate team development, curricula development, community education, counseling and crisis line, and relief child care.

**Asian Pacific AIDS Council, Seattle, WA (September 1991 - April 1999)**

Consultant (1998-99); Exec Director (1996-98); Program Manager/Researcher (1993-96); Admin Coord/Volunteer (1991-1993). Managed budgets, grantwriting, research, strategic planning, various planning council/policy advocacy activities, counseling, prevention/intervention, case management and client advocacy, technical assistance and training, curricula development, volunteer program management, and office management.

**First Steps (“Birth to 3”) Evaluation, University of Washington, Seattle, WA (Jun 1992 – Nov 1992)**

Research Assistant – Developed databases; conducted key informant interviews and other data collection; analyzed data.

**University of Washington, Div of Virology, Dept of Laboratory Medicine, Seattle, WA (1986 – 1992)**

Administrative Coordinator (1986-1990); Research Coordinator for AIDS/STD clinical trials/social/behavioral studies (1990-1992). Managed research activities and personnel actions, supervised the administrative and budget support team, managed multi-million dollar grant submissions and contract development, ensured compliance with FDA and other institutional regulations in the context of medical research. [Note: Partially salaried through CHRMC]

**Positions previous to 1986**

- Conference/Educational Coordinator for Children of Alcoholics, Adult Children of Alcoholics, and Preventing Child Sexual Assault regional conferences; coordinated sites, accommodations, materials and textbooks; Learning Publications, Florida (1985 – 86)
- Institutional Biochemical Test Coordinator and Counseling Support Staff; Alcohol and Drug Control Office, Fort Benning, GA (1983 – 85)
- Education & Human Resources Coordinator; Hughston Orthopedic Clinic, Columbus, GA (1982 – 83)
- Box Office and School Performances Coordinator, Honolulu Theater for Youth, Honolulu, HI (1980 – 81)
- Intern, Fund Development Assistant, Education Coordinator, Seattle Opera Association (1977 – 79)

**EDUCATION**

Master of Social Work, University of Washington (Graduate, June 2010)

University of Surrey - Roehampton School of Sociology and Social Policy, England (2004-2005)

University of Washington School of Public Health (1992-94)

Bachelor of Arts in Sociology, University of Washington (Graduate, August 1992)

**HONORS/AWARDS/RECOGNITION**

2016 – Nominee for “Best API Teacher” by readers of the International Examiner

2016 – Nominee for MSW Students’ Choice Teaching Award

2015 – MSW Students’ Choice Teaching Award, University of Washington School of Social Work

2015 – Martin Luther King Community Service Award, University of Washington School of Social Work

2014 – MSW Students’ Choice Teaching, University of Washington School of Social Work

2014 – “Shero” – one of the Asian & Pacific American women recognized for their leadership across the United States by the National Asian Pacific American Women’s Forum

2012 – BASW Students’ Choice Teaching Awardee, University of Washington School of Social Work

2012 – International Women's Day, Seattle, honoree

2011 – Tony Lee Social Justice Award, Solid Ground; Co-Awardee with the Northwest Network

2011 – Recognized by a City of Seattle proclamation for social justice work on human trafficking and violence against women along with Velma Veloria and Emma Catague

### **KEYNOTES/BRIEFINGS**

Keynote – “Crucial Conversations on Racial Equity”; Vanderbilt University Peabody School of Education; Nashville, TN.; February 2017.

Keynote – “University of Washington Advising Summit”; University of Washington, Seattle, WA; September 2016.

Keynote – MLK Vista Graduation; Seattle, WA; August 2014.

Keynote – “PrideAsia”; Seattle, WA; May 2014.

Briefing – “Human Trafficking”; National Conference of State Legislators; San Francisco, CA; July 2004.

Keynote – University of Washington School of Social Work Graduation; June 2004.

Briefing – “The Trafficking of Women and Girls within the United States: What are the Challenges and Implications?” Congressional briefing; Congressional Caucus for Women’s Issues; Washington D.C.; May 2004.

Briefing – “Human Trafficking and Asian and Pacific American Communities”; Asian & Pacific American Congressional Caucus; Washington D.C., May 2004.

Keynote – Washington State Office of Crime Victims Advocacy Institute on Human Trafficking; Lake Chelan, WA; Sept 2003.

Closing Keynote – “Collective Power in the Service of People Victimized by Violence”; Office of Crime Victims Advocacy, Washington State Annual Conference; Oct 2002.

Keynote – “Best Practice: Cultural Competency in the Provision of Intimate Partner Violence Services”; Spokane County Domestic Violence Consortium Annual Conference; Oct 2001.

Keynote – University of Washington Filipino American Student Association Graduation; June 2001.

Keynote – “API Institute on HIV/AIDS/STDs, National Skills Building Conference”; Asian & Pacific Islander Wellness and Asian & Pacific Islander Health Forum; Seattle, Washington; 1996.

### **COMMUNITY INVOLVEMENT**

#### Fabulous Aging Conference 2016

Coordinating Committee member for Washington state-wide conference on LGBTQ and aging.

Filipino Community of Seattle (2015 – present)

Board of Directors, program consultant.

API Chaya (2012 – present)

Board of Directors, Volunteer trainer, Queer Network member, Transformative Justice/Community Accountability project participant

LGBTQ Allyship (2012 – present)

Advisory Group Member, Intergenerational Dialogue participant, 2014 Intergenerational Conference Coordinating Team member

U.S. & Cuba Women's Research Delegation (2012 - present)

Traveled to Cuba as a Delegation Member in collaboration with women in Cuba to research health, human services, and social work

Bayan Queer Collective member (2012 – present)

BASE self-defense project member; volunteer

NW Social Justice Fund (2011)

LGBTQ Giving Project member

Asian & Pacific Islander Freedom School (2011-2012)

Steering Committee member, workshop facilitator

National Asian Pacific American Women's Forum (2005 - 2011)

Board member, Program Committee Chair, LGBTQI Convening Committee, Seattle Chapter Co-Chair, grassroots organizing and policy advocacy for APA women and immigrant rights.

Washington State Task Force on Human Trafficking (2002-2004 / 2006 - 2009)

Public Policy, Research, and Direct Service Committees

Washington Asian & Pacific Islander Families Against Substance Abuse, Seattle, WA (2003 – 2004)

Board Treasurer

National Community Organizing Group on Asian Women's Issues and Concerns (2003)

Steering Committee Member

Violence Against Women Online Resources (2002 – 2005)

National Advisory Board Member/Peer Reviewer

Asian & Pacific Islander Institute on Domestic Violence (2002)

National Summit on Culture and Domestic Violence – Advisory Committee Member

King County Coalition Against Domestic Violence, Seattle, WA (1997 – 1998 & 2001 – 2003)

Board Secretary, Community Education Co-Chair, Personnel Committee Member

Building Bridges Coalition for Communities of Color on HIV/AIDS, Seattle, WA (2001 – 2002)

Consultant to the Coalition

Minority Executive Directors Coalition of King County (2000 – 2003)

Cultural Competence Committee; consultant on cultural competence curriculum; policy advocacy

National “Transforming Silence Into Action” (1999 – 2008)

Co-Founding Mother; Steering Committee (2003)

Center for AIDS Prevention’s Young Asian Men’s Study, Seattle, WA (1996 – 2001)

Advisory Board Member; Social Marketing Committee

Safe Schools Coalition (1995 – present)

Trainer, Group Facilitator, Volunteer

Seattle-King County HIV/AIDS Planning Council, Seattle, WA (1995-97 / 1999-2000)

Care Services Planning Committee; Membership Committee Co-Chair; Personnel Committee; Cultural Competence Task Force; Needs Assessment Committees; and Evaluation Committee; funding and program prioritization and policy development

National Asian and Pacific Islander Consortium on HIV/AIDS (1994 – 2000)

National Conference Coordinating Committee; Advisory Board Member; Cultural Competence Work Group Member ; Policy Advocate; Organizational Development Trainer

Asian and Pacific Islander Women and Family Safety Center, Seattle, WA (1993 – 2000)

Co-Founder; Volunteer; Board Member; Filipino Education Committee Co-Chair; Personnel Committee Member; Community Organizer

**PRESENTATIONS/PANELS**

Panelist – “Complex PTSD and Survivors of Human Trafficking”; closing panel for Economic Growth on the Backs of Global Workers conference/opening panel to the Western Regional International Health Conference; University of Washington, Seattle, WA; April 2016.

Panelist – “U.S. Women & Cuba Delegation Report Back” on 2014 trip to Cuba; University of Washington School of Social Work; November 2014.

Moderator – “Im/migrant laborers’ rights: Those who farm our food, clean our hotels, and build our homes”; panel discussion in Working Together for Labor Justice : Connecting worker struggles and immigrant rights, Labor Justice and Social Work series; University of Washington School of Social Work; May 7, 2014.

Presenter – “Human Trafficking: a transnational site for global dissonance and daring”; University of Washington Global Health Seminar; Seattle, WA, May 2, 2014.

Panelist – “Transformative Justice”; API Chaya, Seattle, WA, March 13, 2014.

Panelist – “Asian Pacific American Leadership”; National Asian Pacific American Women’s Forum, Seattle Chapter, February 10, 2014.

Panelist – “Seeking Asian Women”; Seattle Asian American Film Festival, February 9, 2014.

Panelist – “Wedding Crashers: Marriage Equality from an Economic and Racial Perspective”; Allyship, Seattle, September, 2012.

Panelist – “Community Report Back – International League of People’s Struggle U.S. Chapter Founding and Mobilization against NATO and the G8”; Seattle, WA; May 2012.

Moderator – “What Can Justice and Liberation Look Like for Survivors?” API Chaya; Seattle, WA; April 2012.

Panelist – “LGBTQ and Beloved Community”; Martin Luther King Day (Pre-March) Celebration; Garfield High School, Seattle, WA; January 2012.

Panelist – “You Were Born for a Time Like This: Transformational Leadership”; Institute of Noetic Science Northwest; Seattle, Washington; April 2009.

Panelist – “Cultural Competency to Racism”; Solid Ground’s Cultural Awareness Week; Seattle, Washington; September 2008.

Moderator – “Vision for Our Future: Sustaining Women of Color in the Movement against Domestic Violence”; National Conference of the National Coalition Against Domestic Violence Closing Plenary; Washington D.C.; July 2008.

Panelist – “Asian & Pacific Islander Communities’ Response to Human Trafficking: Working to Create Change”; University of Washington Women’s Center, Pinay Sa Seattle, National Asian Pacific Women’s Forum; Seattle, WA; April 2008.

Presenter – “What is Domestic Violence? – For Helping Friends and Family”; Okayama Gender Center; Okayama, Japan; January 2008.

Presenter – “Domestic Violence and Migrant Women”; Asian Women’s Shelter; Fukuoka, Japan; January 2008.

Presenter – “LGBTQ and Building a Safer Learning Environment”; Fukuoka School of Education/Kyushu University; City of Fukuoka, Japan; January 2008.

Presenter – “What is Domestic Violence? – For Helping Friends and Family”; Shimane Gender Center, Matsue, Japan; January 2008.

Presenter – “What is Domestic Violence? – For Helping Friends and Family”; Yokohama Gender Center, Yokohama, Japan; January 2008.



Presenter – “Domestic Violence and Services for LGBTQ People”; Osaka Gender Center; Osaka, Japan; January 2008.

Panelist – “Opening Plenary: Key Issues Impacting APA Women and Girls”; National Asian Pacific American Women’s Forum Annual Gathering – “Advancing APA Women’s Rights”; Sept 2006.

Panelist – “Beyond our Borders: International Organizing”; Closing Plenary, National Coalition Against Domestic Violence Annual Conference; Atlanta, GA, July 2006.

Panelist – “State Legislation on Human Trafficking”; Freedom Network Annual Conference; Chicago, IL; March 2006.

Moderator – “Roundtable on Applying Race, Class, and Gender Lens to Human Trafficking”; Freedom Network Annual Conference; Chicago, IL; March 2006.

Panelist – “Closing Plenary: Global Activism”; The 14<sup>th</sup> Annual Asian/Pacific American Midwest Student Conference: “Confronting Contemporary Issues of Globalization and Transnationalism; Oberlin College, OH; Feb 2006.

Panelist – “Human Trafficking”; The 14<sup>th</sup> Annual Asian/Pacific American Midwest Student Conference: “Confronting Contemporary Issues of Globalization and Transnationalism”; Oberlin College, OH; Feb 2006.

Panelist – “Dimensions of Human Trafficking for Sex and Labor”; Asia Society Symposium; NY, NY; November 2005.

Speaker – “Globalization and Human Trafficking”; (presented speech written by Dr. Sutapa Basu, Director, University of Washington Women’s Center); Engaging Women Globally; League of Women Voters symposium; University of Washington; Seattle, WA; November 2005.

Panelist – “Race, Class, Gender and Human Trafficking”; National Network to End Violence Against Immigrant Women conference; Irvine, CA; November 2005.

Panelist – “APA Women and Human Trafficking: Claiming a Space and Influencing the Debate”; National Asian Pacific American Women’s Forum Gathering; University of Washington; Seattle, WA; July 2005.

Panelist – “The (In)Visible Other: Exploring the Past, Present and Future of Queer APA Women’s Issues and Organizations”; National Asian Pacific American Women’s Forum Gathering; University of Washington; Seattle, WA; July 2005.

Panelist – “Truth from the Trenches: Slavery in the Era of Globalization”; STOP Sex Trafficking Conference; Portland State University; Portland OR; July 2005.

Presenter – “Human Trafficking: Slavery in the Era of Globalization”; Washington State Forensic Nursing Conference; University of Washington, Seattle, WA; April 2005.

Panelist – “Human Trafficking: Beyond ‘Saving’”; Color of Violence III National Conference; New Orleans, LA; March 2005.

Panelist – “Domestic Violence and Human Trafficking in the United States”; All Japan Domestic Violence Shelter Symposium; Yonago, Japan; October 2004.

Panelist – “Human Trafficking, International Marriage Brokerage, and Abandoned Children: Making the Connections”; Asian Women’s Center Conference; Fukuoka, Japan; September 2004.

Commentator – “Global Forum on Domestic Violence”; sponsored by City of Saga, Japan, and Asian Women’s Center; Saga, Japan; September 2004.

Panelist – “Global Forum on Domestic Violence”; sponsored by City of Nagasaki, Japan, and Asian Women’s Center; Nagasaki, Japan; September 2004.

Moderator – “Grassroots Asian American Women Against Violence, Exploitation, and Human Trafficking: Resistance at the Intersection of Activist and Researcher”; International Research and Action Conference on Violence Against Women, Wellesley College for Women; Boston, MA; April 2004.

Panelist – “International Marriage Brokerage and Mail Order Brides”; National Asian Pacific American Women’s Forum; Washington DC; March 2004.

Panelist – “LBTQ API Women’s Movement”; National Asian Pacific American Women’s Forum; Washington DC; March 2004.

Panelist – “Human Trafficking – A Roundtable Discussion”; University of Washington Women’s Center; Seattle Washington; March 2004.

Panelist – “Task Forces, Coalitions, and Working Groups”; Freedom Network, national conference on human trafficking; New York, New York; December 2003.

Panelist – “Building Effective Collaborations to Meet the Needs of Trafficking Victims”; National Network to End Violence Against Immigrant Women annual conference, plenary session; Tuscon, AZ; November 2003.

Panelist – “Changing How We Serve Immigrant Women”; National Network to End Violence Against Immigrant Women annual conference; Tuscon, AZ; November 2003.

Panelist – “Providing Services to Victims of Trafficking in Persons”; The Protection Project, Johns Hopkins University; Seattle, WA; April 2003.

Panelist – “Asian & Pacific Islander Americans: Challenges and Triumphs” panel on community organizing against violence; University of Michigan; Ann Arbor, MI; April 2003.

Moderator – “Women of Color Living with HIV/AIDS”; Building Bridges Coalition on HIV/AIDS; Seattle, WA; January 11, 2003.

Moderator - "Truth from the Trenches: Culturally Relevant Research and Services in the Asian & Pacific Islander Community"; "The Human Rights Challenge of Globalization in Asia-Pacific-U.S.: The Trafficking in Persons, Especially Women & Children" – Honolulu, Hawaii, November 13-15, 2002.

Panelist - "Government, Academia, Human Services, and Grassroots Organizing – Collective Power to Change and Activism in the Service of Women Victimized by Trafficking"; "The Human Rights Challenge of Globalization in Asia-Pacific-U.S.: The Trafficking in Persons, Especially Women & Children" – Honolulu, Hawaii, November 13-15, 2002.

Panelist - "Philosophical Foundations for Provision of Culturally Relevant Services for Women, Youth, and Children Victimized by Human Trafficking"; "The Human Rights Challenge of Globalization in Asia-Pacific-U.S.: The Trafficking in Persons, Especially Women & Children" international conference – Honolulu, Hawaii, November 13-15, 2002.

Moderator – "Immigrants Living with HIV/AIDS"; Building Bridges Coalition on HIV/AIDS; Seattle, WA; Oct 21, 2002.

Panelist – "Speaking for Ourselves: Rhythms of Voice and Silence"; Seattle Central Community College; Oct 9, 2002.

Panelist – "Prison Industrial Complex and Violence against Women"; Communities Against Rape and Abuse conference on Prison Industrial Complex; Seattle Central Community College; July 2002.

Panelist – "Violence and Immigrant Women"; Color of Violence: Building a Movement, national conference of Women of Color against Violence; Chicago, IL; Mar 17, 2002.

Panelist - "Diversity and Social Justice Matters!"; University of Washington School of Social Work and Minority Veterans Committee of the VA; Panel discussion with students and faculty at the University of Washington School of Social Work; Mar 14, 2002.

Moderator - "Health and Human Services for Victims of Human Trafficking"; "Trafficking of Women & Children: Challenges and Solutions Conference"; University of Washington Women's Center; Nov 3, 2001.

Presenter - "Domestic Violence and the Filipino Community"; Filipino American Student Association of Washington State University; Filipino American History Month event; Oct 22, 2001.

Panelist - "Culturally Relevant Services for Human Beings Victimized by Trafficking"; National Network on Behalf of Battered Immigrant Women Annual Conference; Miami Beach, FL, Sept 2001.

Panelist - "The Hidden Link Between Domestic Violence and Infant Mortality"; Infant Mortality Prevention Network; Seattle, WA; Sept 13, 2000.

Panelist - Public AIDS Forum; hosted by Congressman Jim McDermott; Langston Hughes Cultural Arts Center, Seattle, WA; Apr 1999.

Presenter - "HIV/AIDS and the Asian American & Pacific Islander Communities"; Association of Asian American Studies annual conference; Ithaca, NY; 1994.

**WORKSHOPS/TRAININGS/PLANNING (Partial List)**

Facilitator – Workshop on InterGroup Dialogue; University of Washington Racial Equity Initiative; June 2016.

Facilitator – "Fabulous Exploration: What can we bring to difficult conversations across different social identities, such as race, class, LGBTQ, age, gender, immigration, disability, etc.?"; Fabulous Aging Conference; Tukwila, WA; October 10, 2016.

Facilitator / Trainer – Workshop on social justice, racial equity, and organizational development; Pratt Art Institute; Seattle, WA; December 2015 – present.

Co-Facilitator – "Facilitating Dialogues for Transgender Advocacy" – Dialogue facilitator training; Rainbow Center; Tacoma, WA; December 2015 – January 2016.

Co-Trainer – "Cultural Humility and Equity"; Department of Aging and Disability, State of Washington; September 2015 – present.

Facilitator/Trainer/Consultant – City of Tacoma "PEACE Project" – community and police dialogues series, engaging over 500 participants; City of Tacoma; July 2015 – February 2016.

Trainer – "Research for Us, by Us"; Western States Center AMP conference; Portland, OR; July 2015

Trainer – "Women and Social Justice"; New Leadership's Puget Sound Institute; University of Washington Women's Center; June 2015.

Trainer – "Gaining & Sustaining: Program development and evaluation"; Non-Profit Assistance Center, Seattle, WA; March 2015.

Trainer – "Natural Helper Training – Anti-Oppression and Intimate Partner Violence"; API Chaya; Seattle, WA; February 2015.

Co-Facilitator – "Disability Justice, Trauma, and Stigmatization" API Chaya Transformative Justice series; Seattle, WA; February 2015.

Trainer – "Natural Helper Training – Anti-Oppression and Intimate Partner Violence"; API Chaya; Seattle, WA; August 2014.

Co-Facilitator – "BDSM for Life"; LGBTQ Intergenerational Conference: Where are we going? Where have we been?; Seattle, WA; September 2014.

Trainer – "Women and Social Justice"; New Leadership's Puget Sound Institute; University of Washington Women's Center; June 2014.

Trainer – “Overcoming Barriers to Leadership”; Washington Young Emerging Labor Leaders Diversity Conference; Seattle, WA; May 3, 2014.

Trainer – “Communicating Across Difference – A Social Justice Training”; Washington Young Emerging Labor Leaders, Seattle, WA, March 22, 2014.

Co-Trainer – “Working with Interpreters”; DSHS Department of Aging, Spokane, WA, March 12, 2014.

Trainer – “Asian and Pacific Islanders and Aging”; DSHS Department of Aging, Spokane, WA, March 12, 2014.

Trainer – “Reframing Layers: Beyond Surviving Trauma and Historical Trauma”; Washington State Society for Clinical Social Work, Seattle, WA, February 25, 2014.

Facilitator – “Internalized Racial Oppression - Dialogue for People of Color”; University of Washington School of Social Work, February 22, 2014.

Trainer – “Addressing Microaggressions”; Evergreen Treatment Center, Seattle, WA, October 16, 2013.

Trainer – “Race, Social Justice, and Labor Organizing”; Washington State Labor Council Conference, Vancouver, WA, August 22, 2013.

Trainer – “Anti-Oppression for Natural Helpers”; API Chaya, Seattle, WA, July 14, 2013.

Trainer – “Assessing Risk and Moving Forward with Motivational Interviewing”; Seattle Youth Violence Prevention Initiative, Seattle, WA, May 16, 2013.

Trainer – “Solidarity and Social Justice”; Pacific Northwest Jesuit Volunteers Retreat, Graham, Washington, February 9 – 10, 2013.

Facilitator – “Internalized Racial Oppression – Dialogue for People of Color”; University of Washington School of Social Work, January 2013.

Trainer – “Addressing Microaggressions”; Safe Schools Coalition; Seattle, WA, December 2012.

Co-Trainer – “United Way of King County Racial Equity Parent-Child Home Project Learning Community”; United Way of King County, October 2012 – June 2013.

Trainer – “Assessing Risk and Moving Forward with Motivational Interviewing”; Seattle Youth Violence Prevention Initiative; Seattle, WA; July 2012.

Trainer – “Assessing Risk and Moving Forward with Motivational Interviewing”; MetroCenter YMCA; Seattle, WA; April 2012.

Trainer – “Social Justice and Cultural Responsiveness”; Juneau Family Birth Center Midwifery Program; Juneau, Alaska; February 2012.

Trainer – “Social Justice and Volunteer Service”; Jesuit Volunteer Service – Americorps; Juneau, Alaska; February 2012.

Trainer – “LGBTQ Students and Coming Out”; Safe Schools Coalition and South Seattle Community College; November 2011.

Coordinator/Co-Facilitator – “The *Real* Sex Ed”; NAPAWF Seattle Chapter; University of Washington’s Women’s Center; November 2011.

Co-Facilitator – “Transformative Justice – Communities Responding to Intimate Partner Violence and Sexual Assault”; Pinay sa Seattle, Anakbayan, Sanghoksoo, Tadaima, API Safety Center, NW Network; September 2011.

Trainer – “Social Justice and Systems of Oppression”; Washington Bus; Seattle, WA; July 2011.

Trainer – “Women and Social Justice”; New Leadership’s Puget Sound Institute and the UW Women’s Center; June 2011.

Co-Facilitator – “Asian and Pacific Islander Freedom School”; Seattle, WA; June 2011.

Trainer – “Motivational Interviewing and Assessing Risk”; Davis Ja & Associates; San Francisco, CA; January 2011.

Coordinator/Co-Facilitator – “NAPAWF’s Young Women’s Reproductive Health Gathering”; July 2010.

Facilitator/Consultant – “Gaining and Sustaining: Enhancing Your Organization’s Capacity to Serve Your Community”; Non-profit Assistance Center; Seattle, Washington; June 2010.

Trainer – “Introduction to Domestic Violence for CPS Workers”; Seattle Academy; Washington State DSHS; 2005-2009.

Co-Facilitator – Women of Color Institute of the National Coalition Against Domestic Violence; Washington D.C.; July 2008.

Facilitator/Consultant – “Gaining and Sustaining: Enhancing Your Organization’s Capacity to Serve Your Community”; Non-profit Assistance Center; Seattle, Washington, June 2008.

Trainer – “Assessing High Risk Youth”; Davis Ja & Associates; San Francisco, CA; March 2008.

Co-Facilitator – “Chicken or the Egg: Community Engages in Research/Research Engages in Community”; Washington State Coalition of Sexual Assault Programs Annual Conference; Olympia Washington; May 2007.

Facilitator – “Queerly Academic”; Northwest Association of Special Programs Annual Conference; Seattle, WA; April 2007.

Co-Facilitator – “Asians and Pacific Islanders and Sexual Assault Programs – Core Competencies Training”; Washington State Coalition of Sexual Assault Programs; Seattle, WA; February 2007.

Facilitator – “LGBTQ Sexualized Violence and Anti-Oppression”; Oberlin College; Oberlin, OH; Sept 2006.

Co-Trainer – “How to Write a Successful Grant Proposal”; Asian Pacific AIDS Intervention Team’s (APAIT) West Coast Regional Workshop. Lead Trainer: Stella Gran-O’Donnell; Sept 7-8, 2006.

Facilitator – “Is There a Method to Our Madness?: Addressing Community Program Development, Meaningful Collaborations/Partnerships, and Evaluation”; National Coalition Against Domestic Violence; Atlanta, GA; July 2006.

Co-Facilitator – “LGBTQI Institute”; National Coalition Against Domestic Violence; Atlanta, GA; July 2006.

Co-Facilitator – “Got the 411?: Community Program Development and Evaluation”; Washington State Coalition of Sexual Assault Programs; May 2006.

Facilitator – “Is There a Method to Our Madness? – Program Evaluation for Community Based Programs”; Office of Crime Victims Advocacy conference; Skamania, Washington; October 2005.

Facilitator – “Compromising or Enhancing Services?: Responding to Human Trafficking and Domestic Violence”; Office of Crime Victims Advocacy conference; Skamania, Washington; October 2005.

Facilitator – “You Can Take the Girl Out of the Community, But You Can’t Take the Community Out of the Girl: Research Strategies for Community Organizing”; Color of Violence III – INCITE; New Orleans, LA; March 2005.

Facilitator – “Human Trafficking: Slavery in the Era of Globalization”; University of Washington Women’s Series, Residence Halls; University of Washington, Seattle, WA; March 2005.

Facilitator – “Truth from the Trenches: Responding to Human Trafficking”; Western Regional International Health Conference; University of Washington, Seattle, WA; February 2005.

Facilitator – “Out of the Box: Integrating Community Organizing and Community-Based Direct Services”; Western States Center; CSTI; Portland, OR; July 2004.

Facilitator - “Culture and Creativity: Program Planning for Community-Based Organizations”; Western States Center; CSTI; Portland, OR; July 2004.

Co-Facilitator – “Asian & Pacific Islander Communities Addressing Sexual Assault”; Community Voices Project; Office of Crime Victims Advocacy/Washington Coalition of Sexual Assault Programs; Seattle, Washington; July 2004.

Facilitator – Conference on violence against women and cultural competence; Domestic Violence Clearinghouse and Family Violence Prevention Fund; Honolulu, Hawaii; April 2004.

Facilitator – “Pilipina Women’s Leadership Development” – Domestic Violence Clearinghouse and Family Violence Prevention Fund; Honolulu, Hawaii; January 2004.

Co-Facilitator – “Free Your Mind: Alternative Responses to Domestic Violence”; Washington State Coalition Against Domestic Violence; Wenatchee, WA; September 2003.

Facilitator – “Culture and Creativity: A Community-Based Program Development Model”; Western States Center, CSTI; Portland, OR; August 2003.

Co-Facilitator – “Evolution of Taboo: Community Organizing in Communities of Color”; Washington State Coalition of Sexual Assault Programs; Olympia, WA; May 2003.

Facilitator – “One Joy Scatters a Hundred Grievs: Developing Cross-Cultural Skills”; Office of Crime Victims Advocacy, Washington State Annual Conference; Lake Chelan, WA; Oct 2002.

Facilitator – “Cultural Competence and Asian & Pacific Islander Communities”; Asian Pacific American Heritage Month workshop for Veterans Administration Health Care System; sponsored by Minority Veterans Program of the VA; May 2002.

Facilitator – “Cultural Competency and Sexual Assault Programs”; Harborview Center for Sexual Assault and Traumatic Stress; Seattle, WA; 2001.

Co-Facilitator – “Volunteer Management for Grassroots Groups”; Department of Neighborhoods; Seattle, WA; May 21, 2001.

Co-Facilitator – “Cultural Competence and Non-Profits”; High Performing Nonprofit, Seventh Annual Nonprofit Executive Series, Evans School of Public Affairs; Seattle Center, Seattle, WA; Mar 26, 2001.

Co-Facilitator – “Community Organizing in the Asian & Pacific Islander Communities”; Collaborating with Racially & Ethnically Diverse Communities: Strategies for Inclusion, national conference of the Battered Women’s Justice Project; Savannah, GA; Jun 13, 2000.

Co-Facilitator – “Cultural Competence and the Asian & Pacific Islander Communities”; Annual HIV/AIDS Care Event Conference, Washington State Department of Health; 1999.

## **PUBLICATIONS**

Timbang, N. (in progress). “Human Trafficking of Women of Color from Asia – Cultural Shifts towards Equity, Liberation, and Justice”; In Basu, S. and Ghosh, B. (Eds), book on human trafficking (*title pending*); University of Washington Press.

Timbang, N. (2014). “Working with Survivors of Sexual Violence: Restoring Self through Creative Expression”. *Washington State Society of Clinical Social Workers Newsletter*. Winter 2014.

Nagda, B.A. (Ratnesh), Timbang, N., Fulmer, N.G., Tran, T.H.V. (2011). Not for Others, but *with* Others *FOR ALL OF US: Weaving Relationships, Co-Creating Spaces of Justice*. In Maxwell, K.S., Nagda, B.A.,



Thompson, M.C. (Eds), *Facilitating InterGroup Dialogues: Bridging Differences, Catalyzing Change*, pp. 179-200. Sterling, VA: Stylus Publishing.

Timbang, N. & Villareal, G. (2007). The Trafficking of Asian Women. In Foo, L.J. (Ed), *Asian American Women: Issues, Concerns, and Responsive Human and Civil Rights Advocacy* (pp. 39-58). Lincoln, NE: iUniverse.

Timbang, N. (2006). Aid on Whose Terms?: Challenges to Developing an Effective Response to Trafficking in Women. *Responsive Philanthropy; Quarterly Journal of the National Committee on Responsive Philanthropy*, Fall/Winter 2006.

Ristock, J., Timbang, N. (consultant) (July 2005). Relationship Violence in Lesbian/Gay/Bisexual/Transgender/Queer [LGBTQ] Communities: Moving Beyond a Gender-Based Framework. *Violence Against Women Online Resources*;  
<http://www.mincava.umn.edu/documents/lgbtqviolece/lgbtqviolece.html>.

Shimabukuro, R., Catague, E., Chen, J., Timbang, N., Baker, K., Ito, A., Topasna, T. (2001). In Shimabukuro, R. (Ed.), *Organizing with Passion: Domestic Violence Organizing Strategies*. Duluth, MN: Praxis International.

Timbang (Kuehl), N. (1995). Asian Americans and AIDS. In Okihiro, Y., Alquizola, M., Rony, D.F., Scott, W.K., Fugita, S. (Eds.). *Privileging Positions: The Sites of Asian American Studies; Association for Asian American Studies Series*. Pullman, WA: Washington University Press.

## RESEARCH

Program Evaluation Consultant – Puget Sound Training Center; 2013

Program Evaluator – Solid Ground’s JustServe Americorps program; 2007 – 2012.

Researcher – InterGroup Dialogue co-facilitation; University of Washington’s School of Social Work InterGroup Dialogue Education and Action Center; Ratnesh Nagda, Ph.D., Principal Investigator; 2009 – 2010.

Research Consultant – NAPAWF Seattle Chapter’s Groundwork Project on API Women, Reproductive Health and Sexuality; participatory action research project; 2009.

Consultant – Survey and focus group project, participatory action research; “Women and the Criminal In-Justice System”; LELO Women’s Leadership Team; 2008.

Researcher - Trafficking Tragedies; needs assessment on response to human trafficking in King and Pierce Counties; University of Washington Women’s Center; Sutapa Basu, Ph.D., Principal Investigator; 2008.

Researcher – Seattle/King County Needs Assessment on Gang Violence; City of Seattle Department of Human Services; developed to assist in public policy and program development regarding youth gang prevention; Davis Y. Ja, Ph.D., Principal Investigator; 2008.

Program Evaluator – Washington state-wide human trafficking response network; International Rescue Committee, report on development of a response collaborative Seattle, WA; 2007.

Research Coordinator – ReInvesting in Youth Promising Program Evaluation Project, rigorous program evaluation design and capacity building project; City of Seattle; Davis Y. Ja, Ph.D., Principal Investigator; 2005 – 2008.

Program Evaluator – a Native American/Indian Country domestic violence program; WA; 2005.

Researcher – Community Needs Assessment; International Community Health Services; Seattle, WA; 2005.

Researcher – Family planning needs assessment; International Community Health Services; Seattle, WA; 2004.

Community Advisor – Needs Assessment for Trafficking of Human Beings; Jennifer Brower, Researcher; Seattle, WA; 2002

Advisory Member – Perinatal Partnership on Domestic Violence; Washington State DOH; project to address domestic violence with pregnant immigrant and refugee women at International Community Health Services primary care clinic; Judith Leconte, Principal Investigator; 2000-2003.

Program Evaluator - Homebound Immigrant and Refugee Seniors; funded by United Way; project to evaluate effectiveness of culturally specific home visiting program of International Community Health Services; 1999.

Community Programs Director – Breast and Cervical Health Program, Breast and Cervical Health Survey Project; funded by Susan G. Komen Foundation; Shin-Ping Tu, Principal Investigator; study to assess breast and cervical health seeking behavior of older immigrant and refugee women; International Community Health Services; 1999.

Community Programs Director/Research Site Coordinator – Tuberculosis Project; Asian American Pacific Community Health Organization; multi-site needs assessment project on tuberculosis health services for Asian and Pacific immigrants and refugees; 1999.

Program Evaluation and Needs Assessment Committee Member – Seattle-King County Public Health HIV/AIDS Planning Council; advised on development of program evaluation models and needs assessment tools for HIV/AIDS prevention and care services; 1997 and 1999.

Advisory Board Member – Young Asian Men’s Study; CDC; Kyung Hee Choi, Principal Investigator; multi-site community level intervention for HIV prevention in young (ages 18-24) gay Asian men; 1996-2001.

Researcher – Tuberculosis project; Asian American Pacific Community Health Organization; needs assessment project for International Community Health Services; 1994.

Principal Investigator – HIV/AIDS Needs Assessment for Vietnamese, Laotian, Cambodian Community of King County; Seattle-King County Public Health; knowledge, attitudes, beliefs regarding HIV/AIDS; 1993-94.

Research Assistant – First Steps Evaluation Project; DOH; key informant interviews and database development; 1992.

**Partial List of Organizations for Whom Norma has Provided Consultation or Training:**

- Ada Developers Academy
- Alley Cat Urban Farms
- Asian & Pacific Islander Women & Family Safety Center/ Asian & Pacific Islander Chaya
- Asian & Pacific Islanders in Philanthropy, Gender Equity Initiative
- Asian and Pacific Islander Institute on Domestic Violence
- City of Seattle Department of Human Services
- City of Seattle Youth Development
- City of Seattle Department of Neighborhoods
- Family Violence Prevention Fund
- Gender centers and NGOs in multiple prefectures of Japan
- International Community Health Services
- International District Housing Alliance
- International Rescue Committee
- Jesuit Volunteer Community of the Pacific Northwest
- Juneau Medical Center’s Birthing Center
- Legacy of Equality, Leadership, and Organizing
- LGBTQ Allyship
- Minority Executive Directors Coalition
- National Asian and Pacific American Women’s Forum
- National Coalition Against Domestic Violence
- National Queer Asian and Pacific Islander Alliance
- Non-profit Assistance Center
- Oberlin College Multi-Cultural Resource Center
- Pride Foundation Race and Equity Initiative
- Puget Sound Training Center
- Queer People of Color Liberation Project
- ReInvesting in Youth, a Seattle-King County Juvenile Justice Program
- Seattle Youth Violence Prevention Initiative
- SEIU 925
- Solid Ground
- United Way of King County – Parent-Home Early Childhood Program
- United Way of King County – Community Services
- United Way of King County – Reconnecting Youth Project
- University of Washington Jackson International School
- University of Washington Women’s Center
- WAPI Community Services
- Washington Gun Alliance
- Washington Labor Council – Washington
- Washington State Coalition of Sexual Assault Programs

- Washington State DSHS Seattle Academy for Child Protective Services
- Washington State Society of Clinical Social Workers

**GRANT REVIEWER:**

- Department of Justice, Office on Violence Against Women
- National Institutes of Justice, Research Program Office
- Pride Foundation
- SAMSHA

**References:**

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Dr. Davis Y. Ja, Principal, Davis Y. Ja & Associates, [davisyja@yahoo.com](mailto:davisyja@yahoo.com), 415-585-2773

Dr. Sutapa Basu, Director, University of Washington Women's Center, [sbasu@u.washington.edu](mailto:sbasu@u.washington.edu), 206-685-1090

**Additional references provided upon request.**