

## **Zynovia Y. Hetherington, MSW, M.Ed.**

### **Education**

University of Washington, College of Education, Seattle, Washington  
Masters of Education, Curriculum and Instruction/Multicultural Education, 2015

Eastern Michigan University, Ypsilanti, Michigan  
Masters of Social Work, Family and Children Services, 1995

Eastern Michigan University, Ypsilanti, Michigan  
Bachelor of Science, Social Work, 1991

### **Professional Experience**

#### **Direct Practice:**

**Director, Child Welfare Training and Advancement Program (CWTAP), Lecturer** **2002- Present**  
**University of Washington, School of Social Work**  
**Seattle, Washington (Director for both UWS and UWT 2002-2013)**

- Provide overall management and direction for University of Washington Child Welfare Training Advancement Program at UW-Seattle campus
- Provide supervision (including hiring, evaluation, training and ongoing development) for the CWTAP team of 6 faculty and 4 administrative staff
- Maintain fiscal fidelity of the four million dollar, operations and stipend budget in partnership with the CWTAP Fiscal Administrator
- Programmatic liaison between the UW-School of Social Work and Department of Social and Health Services, Children's Administration (CA)
- Ensure CSWE compliance in Field Education
- Ensure sustained recruitment, selection and retention of qualified candidates to the CWTAP program. Written program goal to racially diversify the Washington state public child welfare workforce and prepare culturally humble skilled Masters of Social Work employees.
- Facilitate ongoing communication, coordinate program services and development with the Associate Dean, Director of Practicum, MSW Program Director, Admissions Director, Student Services Director, and faculty.
- Plan and coordinate annual two day statewide CWTAP conference
- SSW committees i.e. MSW Program committee and Admission committee
- Convene Quarterly Statewide CWTAP meetings
- Monthly Statewide CWTAP Directors meetings
- Partner with the University of Washington's Alliance for Child Welfare Excellence

**Real Answers Concerning Equity (RACE)  
Business Owner and Lead Trainer**

**2007 - Present**

- Develop and provide dynamic, skill based trainings for public and private social services agencies, community organizations and businesses:
  - Disproportionality in the Public Child Welfare System
  - Permanency Planning in Child Welfare
  - Developing Cultural Competency/Humility in the Workplace
  - Fairness and Equity – Understanding Systematic Oppression
  - Internalized Racial Oppression (IRO)
  - Consultation and customized trainings for groups and agencies

**Trainings Contracts:**

- YMCA, Washington State
- Mockingbird Association
- University of Washington, Office of Minority Affairs and Diversity
- University of Minnesota, School of Social Work: Center for Advanced Studies in Child Welfare
- Washington State Court Appointed Special Advocates (CASA)
- UW, School of Nursing Admissions Team
- Department of Children Administration (CA) Washington State
- Philippian Nurses and Health Care Providers Association of Washington State
- Perinatal Treatment Services - Residential substance abuse facility for women and their children

**University of Washington,  
Northwest Institute for Children and Families  
Title IV-E Program (CWTAP)  
Seattle, Washington  
Field Instructor**

**2000 - 2002**

- Provide direct supervision and instruction for six students placed in the South Seattle Office of the Division of Children and Family Services including:
  - Selection of mentors to assign cases
  - Provision of weekly clinical instruction
  - Work in conjunction with CWTAP Program manager to recruit new students.
  - Maintain communication with key people at the School of Social Work, including Practicum Coordinators, Admissions, and faculty of the Children, Youth, and Families Concentration

- Attend quarterly meetings with other program providers from around the state, and monthly coordinating meetings with the UW team
- Development of weekly instructional activities to address learning goals of the program
- Development of educational contracts and completion of evaluations on a quarterly basis

**Foster Care Assessment Program (FCAP)**  
**Harborview Sexual Assault Center**  
**Seattle, Washington**  
**Multicultural Services Consultant**

**2001 - 2002**

- Participate in monthly multi-disciplinary staffing for children in foster care
- Assess case management for culturally competent services
- Assist in identifying educational needs and goals
- Develop case planning goals with social workers

**Department of Social and Health Services (DSHS)**  
**Division of Children and Family Services (DCFS)**  
**African-American Children's Section**  
**Seattle, Washington**  
**Social Worker 5 (Simultaneous positions / one of five statewide)**

**1999 - 2000**

**Mentor/Trainer**

- Office-wide Management Team Participant
- Develop and provide individual training needs for workers
- Assess and facilitate training needs for workers as a unit
- Provide case consultation for Family Services Workers (FSW)
- Assist FSW's in reviewing/re-assessing permanent plans and placements of children
- Guide FSW's in developing culturally appropriate strength focused methods of family services
- Team with FSW and social workers to identify community resources
- Train FSW in preparing accurate in-depth court reports and correspondence for children and families
- Accompany workers to court proceedings, staffing with providers, and child/family visits
- Collaborate with line supervisor to provide feedback and re-direction for workers and perform supervisory duties in her absence
- Additional duties included:
  - UW-MSW Practicum Instructor
  - Prognostic Staffing Team Coordinator

- Section representative for multiple DCFS work groups and Statewide committees
- Team member providing community based presentations highlighting the mission and explaining the functions of African American Children's Section
- Foster Parent Focus Group Coordinator

**Family Service Worker (Child Welfare Services)**

- Provide specialized case management for children with the following circumstances:
  - In DCFS care for more than two years
  - Unidentified permanent plan
  - In need of early permanency planning due to substantial family history within DCFS
  - Extraordinary circumstances or complex family dynamics
- Re-assessing current permanent plans and placements focusing on the family and culturally appropriate services
- Provide child and family with referrals for relevant services
- Prepare thorough, in-depth court reports and correspondence to legal case participants
- Collaborate with community-based and interagency service providers for child/family
- Attend legal proceedings and perform health and safety visits with child/caretaker

**Department of Social and Health Services (DSHS)  
Division of Children and Family Services (DCFS)  
Seattle, Washington**

**1998 – 1999**

- Development committee for the Office of African-American Children First State sanctioned office focused on African-American families
- Provide research focused on culturally appropriate services to African-American families
- Develop community based relationships with BCDI, Casey Family Programs, Medina Adoption Agency, Grayson & Associates, & Ujima Community Services/One Church-One Child

**Department of Social and Health Services (DSHS)  
Division of Children and Family Services (DCFS)  
Seattle, Washington  
Social Worker 3 Child Welfare Services, South Office**

**1997 – 1999**

- Provide ongoing risk assessment for the safety of children
- Provide referrals and support to parents and families working towards reunification and permanency
- Prepare Individual Services reports, court orders, and all relevant legal documentation
- Develop and implement permanent plans for dependent children
- Collaborate with community-based service providers i.e. educational, medical, judicial, mental health, and social support organizations
- Assume the responsibilities of supervision on a rotating basis in supervisor's absence
- Assist in training/mentoring new staff and rotate intake duties.
- Maintain case-related documentation utilizing the Children's Administration's designated computerized system
- Participate in ongoing training approved by DCFS

**Warren/Conner Development Coalition  
Detroit, Michigan  
Community and Family Development Manager**

**1995 - 1996**

- Supervised and trained 12 staff with professional and para- professional status for Family Coaching duties for the implementation and management of the "Family Self-Sufficiency" program designated by the Federal government Empowerment Zone for up to 200 chronically jobless
- Manage and re-develop a weekly Dinner Club/Family Group meeting for up to 200 families
- Managed the allocations of federal funds for the education of family receiving Aid to Dependent Children, AFDC
- Agency liaison for local community based organizations and service programs
- Program liaison for governmental and inter-agency collaborations
- Administrative responsibilities including assisting with grant writing and funding maintenance

**Wolverine Human Services "St. Jude's Home for Boys"  
Detroit, Michigan**

**Program Manager**

**1994 - 1995**

- Over site of daily operations, budget, and activities of 34 community based residential treatment facility for adjudicated males, 12-18 years of age
- Supervised, trained and evaluated 5 clinical staff, 21 direct-care staff and 5 custodial staff
- Created policies and procedures for state of Michigan Department of Social Services licensing and accreditation certificate

- Facilitated structured balance with clinical treatment services including behavioral management, individual and family assessment with multiple methods of treatment for interpersonal, educational and substance abuse issues

**Treatment Director**

**1993 -1994**

- Developed individual assessments and treatment plans for 15 residents
- Provided weekly individual counseling and daily group therapy
- Provided daily guidance and facilitate weekly treatment team meetings with direct care staff
- Trained and evaluated direct care staff assigned to my treatment team

**Clinical Family Worker**

**1991 -1993**

- Developed dual family/individual assessments and treatment for 15 residents
- Provided weekly individual and bi-monthly family counseling
- Develop Permanency Planning services for residents
- Represented agency and family at judicial proceedings
- Resource development and family advocacy

**Treatment Specialist**

**1989 - 1991**

- Monitor and document the daily activities of the residents
- Maintain behavioral modification structure
- Member of treatment team and individual treatment plan implementation
- Provide support and guidance for conflict management
- Escort youth on community activities and appointments

**Teaching:**

**University of Washington, School of Social Work  
Seattle, Washington**

**2002 - Present**

**Social Work for Social Justice  
MSW Foundation Course  
*Lead Instructor/Lecturer***

**2006 - Present**

- Deliver lectures, facilitate discussion and learning evaluate assignments and skill development in accordance with the Counsel on Social Work Education (CSWE) competencies
- Convene five to seven faculty members to collaboratively manage the course
- Facilitate the development of syllabi, course readings and assignments
- Facilitate weekly review/planning meetings with the teaching team

- Mediate for the team/students to address areas of concern

**Advanced Practice with Diverse Children and Families, 2014 - Present**  
**Focus on Child Welfare - MSW Advance Practice Course**

**Lecturer**

- Develop curriculum and syllabi focused on serving vulnerable families from a culturally humble, research infused, evidence based practice perspective.
- Work collaboratively with Child Welfare faculty on Academic and Field experience integration.
- Deliver lectures, evaluate assignments and skill development in accordance with the CSWE competencies  
Specialization in addressing disproportionality and disparate outcomes of African American and Native American children.

**Advanced Practice with Diverse Multigenerational Families 2013 - 2014**  
**MSW Practice Course**

**Lecturer**

- Develop curriculum and syllabi focused on serving multigenerational families from a culturally humble and equitable perspective
- Deliver lectures, evaluate assignments and skill development in Accordance with the CSWE competencies
- Work collaboratively with Child Welfare faculty on the integration of academics and field experience

**Ghana, Africa 30 Day Study Abroad Program 2011 – 2016**  
**“The Sankofa Experience” Racial, Ethnic, and Social Identity Development**  
**Pre-course Instructor and Program Director**

- Develop curriculum and syllabi focused on racial identity development, cross-cultural education and community service.
- Deliver lectures and skill development opportunities
- Work collaboratively with the University of Washington, International Programs and Exchange Department (IPE)
- Annual application and budget submission
- Monitor program logistics for pre-travel preparation
- Bi-weekly group and weekly one-on-one meetings with program participants
- Dailey program administration, debriefs and problem solving
- Guide students during their community service projects
- Collaborative planning and execution of service projects and field trips throughout the country with the Cheerful Hearts Foundation

**Permanency Planning in Child Welfare, 2002 - 2010**

**MSW Advanced Practice Course  
Teaching Associate**

- Develop curriculum and syllabus focused on working from a socially just perspective with families within the public child welfare system
- Prepare course outline and deliver weekly lectures and classroom instruction
- Work collaboratively with Child Welfare faculty on curriculum integration

**University of California, Northern Training Academy  
Davis, California  
Adjunct Faculty**

**2005 – Present**

- Provide comprehensive skill development course - for administrators, supervisors, and line social workers employed by the California Department of Social Services - in two focus areas:
  - Decisions and Disproportionality of African American and Native American families
  - Fairness and Equity within the social service systems

**Additional Training And Skill Development:**

- Department of Social and Health Services, Children's Administration  
6 Week Training Academy
- Numerous post graduate trainings and workshops focused on Child Welfare and Education
- City of Seattle, Race the Power of an Illusion
- Over 15 years of trainings on diversity, cultural competency, cultural humility and equity
- Undoing Racism and Advanced Undoing Racism with the People's Institute for Survival and Beyond local and International
- University of Washington, Summer Academy for Faculty Development
- University College of Business: Program Management Certificate
- Certified Drug/Alcohol Screener

**School of Social Work (\*elected positions)**

**MSW Program Committee**  
\*Co-Chair

2004 - Present  
2017 - Present



**MSW Admissions Committee** 2004 - Present  
\*Co-Chair and Chair

**MSW Student Program Improvement Committee** 2017 - 1018  
Faculty participant

**Faculty Advisor for the SSW Association of Black Social Work Students (ABSWS)** 2005 - Present  
Faculty advisor

## **Community Service**

**Washington State Racial Disproportionality Committee** 2017 – Present  
The secretary of the department of social and health services convened an advisory committee to analyze and make recommendations on the disproportionate representation of children of color in Washington's child welfare system.

**Amara African American Outreach Advisory Council** 2017 – Present  
The African American Outreach Advisory Council informs Amara's external outreach efforts with the Black community. Internally, this council will support Amara's goals to create a more diverse, equitable, and inclusive agency.

**Ashia Therapeutic Services** 2014 - Present  
Group therapy & support programs designed specifically to treat the unique needs of Black girls. Works with individual organizations to develop a therapy-centered or activity-centered group based on stated needs.

**Black Child Development Institute, BCDI** 2007 - Present  
Has a mission to improve and protect the quality of life for Black children and families, with a vision to build a society that embraces the commitment to a successful future for every child. Their focus is on child welfare and education.

**Martin Luther King Jr. Office of Children and Family Services, Advisory Committee** 2005 - 2007  
(Formerly the Office of African-American Children's Section, OAACS)

**King County Coalition on Racial Disproportionality, KCCRD** 2003 – Present  
**\*Founding Member**  
A broad-based multi-disciplinary coalition committed to understanding and taking action to address racial inequities in the public child welfare system of King

county.

## **Professional Service**

**Counsel on Social Work Education, CSWE** 2007 - Present

The partnership of educational and professional institutions, social welfare agencies and private citizens is recognized by the Council for Higher Education Accreditation as the sole accrediting agency for social work in the US.

**National Association of Black Social Workers, NABSW** 2007 - Present

The NABSW is committed to enhancing the quality of life and empowering people of African ancestry through advocacy, human service delivery, and research

**UW Association of Black Student Social Workers, ABSSW** 2007 - Present

Faculty Advisor providing organizational support and guidance for the student chapter of NABSW at UW School of Social Work.

**National Association of Social Workers, NASW** 2003 – Present

A membership organization to promote, develop and protect the practice of social work and social workers.

**Black Administrators in Child Welfare Inc., BACW** 2002 - Present

Advocates for culturally-appropriate services for African-American children and families in the child welfare system. It also promotes the development and support of African-American leaders in the field of child welfare.

## **Awards**

University of Washington, Martin Luther King Service Award, CWTAP 2018

University of Washington, Sisterhood Organization "SHE" award 2014

University of Washington, Black Student Union (BSU),  
"Cultural Diversity Advocate" 2013

American Public Human Services Association (APHSA), Academic Excellence 2008

UW, Health Sciences Center, Martin Luther King Jr. Award of Service 2006

Children's Administration "Exemplary Service to Children and Families", 2000

African-American Children's Section

"Clinical Staff of the Year", Wolverine Human Services 1992

## **Presentations**

University of Washington, Annual Kwanzaa Celebration,  
December 2013, 2014, 2016, 2017

University of Washington, Black Graduation "Key Note" June 2013

Foster Care Assessment Program, FCAP, Children's Hospital Quarterly Training Series "Disproportionality in the Child Welfare System." May, 2004

Washington State, Court Appointed Special Advocates, CASA, Annual Statewide Conference "Disproportionality and CASA", Yakima, WA. April, 2004

Washington State, Annual Children's Justice Conference, "Disproportionality of African-American and Native American Children in the Washington State Child Welfare System", Seattle WA. April, 2003

### **Televised Central District Forum for Arts & Ideas**

[www.seattlechannel.org/videos/watchVideos.asp?program=CDForum](http://www.seattlechannel.org/videos/watchVideos.asp?program=CDForum)

#### **Moderator**

Town Square: Civil Rights Organizations in the 21 <sup>st</sup> Century	September 2008
Town Square: Trans-racial Adoption of Black Children	October 2007
Which Way Seattle? African-Americans and Foster Care	March 2006

### **Professional Annual Conference Participation**

**National Association of Black Social Workers, NABSW**  
**Black Child Development Institute, BCDI**  
**Counsel on Social Work Education, CSWE**  
**National Conference on Race and Ethnicity, NCORE**  
**Black Administrators in Child Welfare, BACW**