

Kenya R. Johnson, PhD, MSW

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Education

Doctor of Philosophy in Social Work

Dissertation Title: Developing a Measure of Racial Equity: The 'Aware Beliefs' scale for schools.

University of Houston – Houston, TX

May 2021

Master of Science in Social Work

Concentration: Community Planning and Organizing

Saint Louis University - St. Louis, MO

January 1997

Bachelor of Science in Social Work

Central Missouri State University - Warrensburg, MO

May 1994

Teaching Experience

Assistant Professor of Social Work

University of Houston Downtown, Department of Criminal Justice, and Social Work

Houston, Texas

August 2023-present

Adjunct Instructor

University of Houston, Graduate College of Social Work

Houston, Texas

January 2017- 2023

Tenured Sociology Professor

College of Southern Nevada, Department of Human Behavior

Las Vegas, Nevada

August 2001- June 2023

Adjunct Instructor

Baylor School of Social Work (MSW program)

Houston, Texas

January 2020-2022

Learning Management System Experience:

Canvas, Talent, Blackboard; Angel; and Web CT

Additional Technology experience: Google Space/Drive; Microsoft Office/Office 365; Zoom video conferencing; Doodlepoll; You Tube; WhatsApp; Big Blue Button for Canvas; and Twitter.

Evaluation and Research Experience

Community Researcher

March 2024-present

Community Connections Research Working Group

Working in partnership with Houston in Action Community leaders on a participatory action qualitative research project to better understand how local community grassroots organizations engage in relational organizing related to how they build community in pursuit of economic development and social change.

Editor

August 2017-2019

Perspectives on Social Work Journal, University of Houston

Served as editor-in-chief to the only peer-reviewed journal publication led by social work doctoral students. Solicited research studies from social work doctoral students from schools of social work interested in publishing their research or conceptual work. Led the peer review process and compiled content for each journal edition during my tenure. Under my leadership we grew a supportive network of doctoral and post-doctoral students.

Research Assistant

2015 – 2020

University of Houston

Houston, TX

Engaged in qualitative and quantitative data collection in the field. Developed methodology and data analysis processes. Conducted literature reviews. Supported faculty with preparing research for manuscript submission and conference presentations. Co-presented at professional conferences.

Doctoral Research Intern

June - August 2017

Houston Independent School District

Houston, TX

Conducted data analysis on student referrals from 2011-2017 to the Discipline Alternative Education Program. Utilized existing data and theoretical findings to develop a mentoring intervention program for students placed in alternative education. Identified mentoring organizations and created a training outline to implement the program. Also provided recommendations for implementation and evaluation.

Community Researcher

February – May 2009

Progressive Leadership Alliance of Nevada

Las Vegas, NV

Assisted in the development of Nevada's first racial equity report card. Engaged in literature research, data collection and analysis of key legislative bills. Worked within a coalition of community leaders across the state.

Community Extern

June – July 2002

United Way of Southern Nevada

Las Vegas, NV

Evaluated the United Way's board training program specifically for people of color. Analyzed the organization's program successes and challenges. Conducted interviews with past Project Blueprint participants. Reviewed the Project Blueprint curriculum and provided feedback to ways to strengthen efforts toward recruiting and sustaining people of color as board members.

Manuscripts & Publications

Johnson, K. (manuscript in preparation) From theory to practice: Race Equity Work as a framework for antiracist organizational change.

Johnson, K., Baker, K., Smoots, K., Harden, A. (manuscript in preparation) Applying the Facilitators of Anti-Racist Change through HEARTspeak™: A model for organizational change to engage in racial equity work.

Baker, K. & Johnson, K (Spring 2023) Using a Liberation Health Framework to Advance Birth Control Rights. Book Chapter. Black Women's Reproductive Health and Sexuality: A Holistic Public Health Approach.

Minott, K. (2021). Developing a Measure of Racial Equity: The 'Aware Beliefs' scale for schools (Doctoral dissertation). University of Houston.

Narendorf, S. C., Palmer, A., Minott, K., Santa Maria, D., Bender, K., Shelton, J., ... & Petering, R. (2021). Experiences of discrimination among young adults experiencing homelessness: Relationship to mental health outcomes. *American Journal of Orthopsychiatry*.

Narendorf, S. C., Glaude, M., Munson, M. R., Minott, K., & Young, B. (2021). Adaptation of a Mental Health Treatment Engagement Intervention for Older Foster Youth. *Child and Adolescent Social Work Journal*, 38(1), 27-41.

Belza, B., Miyawaki, C.E., Lui, M., Zhang, X., Fessel, M., Aree-Ue, S., & Minott, K.R. (2018). The Multidimensional Assessment of Fatigue scale: A 25-year review and evaluation. *Journal of Nursing Measurement*, 26(1), 36-74.

Mauldin, R., Avellaneda, F., Minott, K., Maynard, Q., Joseph, A., & Jennings, S. W. (2017). Professional socialization of doctoral students through editing, managing, and volunteering for academic journals.

Facilitation/Training Experience

Holistically Engaging in Anti-Racist Transformation™ (2019-Present). Full Circle Strategies, LLC. Provide long-term training and coaching to organizations committed to anti-racist organizational change work.

Houston 2036 Taskforce on Equity (January-June 2022). Houston 2036 Steering Committee. Facilitated sessions and provided individual coaching to community leaders who served on the inaugural Houston 2036 Taskforce on Equity. The desired goal for this initiative is to build a network of leaders who collaborate on meaningful projects that help the city of Houston become an equitable community by the year 2036.

Engaging in Effective Dialogue, (Spring 2017). University of Houston, College of Pharmacy. Led a six-hour training for students and faculty on how to engage in effective dialogue, hold difficult conversations, assess, and identify useful practices to improve their work culture.

Beyond Diversity: Implicit Bias Awareness (Spring 2017) University of Houston, Graduate College of Social Work MSW Admissions Committee. Developed and facilitated a six-hour training course for GCSW faculty and staff. The purpose of training was to help committee members self-assess their personal biases related to the admissions process and to critically assess current policies and procedures that might impede equitable decision-making.

Building Diversity: Implicit Bias Awareness Training (2014-2016). Yes Prep Public School District, Houston, Texas. Facilitated six 2-hour staff development training courses created through the Yes Prep Public Schools Diversity Task Force.

Beyond Diversity: Dismantling Racism: Creating a Dialogue for Minority Parental Involvement in Education. (Winter 2011) Lincy Institute at UNLV, Las Vegas, NV. Developed and facilitated a customized dismantling racism workshop. This training addressed barriers to minority parental engagement in the Clark County Public School District.

Beyond Diversity: Dismantling Racism Workshop (Annually from 2005-09) Community Strategic Training Initiative at Reed College in Portland, OR.

Beyond Diversity: Dismantling Racism Workshop (Winter 2011) The ARCUS Foundation Fellowship at Kalamazoo College. Kalamazoo, MI.

Beyond Diversity: Dismantling Racism Workshop (2006 and 2008) Progressive Leadership Alliance of Nevada Statewide Alliance in Las Vegas Nevada.

Beyond Diversity: Dismantling Racism Workshop (2006) Idaho Alliance Network in Jerome, Idaho.

Beyond Diversity: Dismantling Racism Workshop (2008) Pushback Network in Jackson Mississippi.

Today's Challenges. Tomorrow's Healthy Children. (2007) Nevada Department of Children and Family Services, Las Vegas, NV. Developed a custom training for employees working with foster children and youth. The purpose of the training was to help them understand the social emotional health needs of children in placement and how to best collaborate with community groups to leverage resources and support to children, particularly in communities of color.

Youth Activism: Making Your Mark in Civic Engagement, (2005 - 2011) TRENDZ Inc. Internship Program in Las Vegas, NV. Co-founded a youth leadership advocacy organization and developed training curricula to teach high school and college students' civic engagement, policy advocacy skills, grassroots organizing, and public speaking. Youth were trained and mentored over a five-year time span.

Getting Control of the Wheel: Anger and Stress Management. (1999) Specialized Alternatives for Families & Youth Annual Foster Parent Conference in Las Vegas, NV. Developed and facilitated an anger and stress management workshop session for foster parents.

Positive Parenting Workshop (Summer 1996) Delta Sigma Theta Sorority Inc. Community Health Fair in St. Louis, MO. Developed and facilitated parenting skills to community members attending health fair.

Youth Leadership: Mind Body and Soul. (Spring 1995) Provident Counseling Youth Conference in St. Louis, MO. Developed, organized, and facilitated city-wide youth summit for 300+ high school students from ten school districts. Participants were trained in how to identify their strengths, challenges and set socio-emotional and academic goals for future success.

Direct Practice Experience

Student Support Counselor

July 2012 – June 2016

Yes Prep Public Schools

Houston, Texas

Served as lead school social worker to a team of three in a charter school. Provided supervision, training, and evaluations to staff. Engaged in yearly planning of social emotional learning programs and behavioral health interventions. Provided individual and group counseling to middle and high school students. Engaged in crisis intervention support and case management of community referrals. Trained teaching and non-teaching staff on effective strategies in working with students who were experiencing individual, community, and family challenges that often interfered with their learning. Facilitated events that led to increased how parents were supported and included into the school community. Developed and implemented district-wide youth summit specifically for the African American male students. Helped to develop implicit bias awareness training to district staff. Facilitated implicit bias awareness training to teachers and staff.

Therapist (LCSW Intern)

September 2001-December 2002

Family and Child Treatment

Las Vegas, Nevada

Provided individual and family therapy to individuals and families who experience sexual trauma, family violence, intimate partner violence. Provided confidential treatment incorporating various therapeutic models and approaches with clients. Conducted assessments and assisted clients with setting therapeutic goals during their treatment. Co-facilitated psycho-educational sessions to youth offenders. Partnered with community organizations to provide family violence prevention training to clients and staff.

In-Home Family Specialist

April 1999 – December 2000

Specialized Alternatives for Families and Youth

Las Vegas, Nevada

Provided in-home therapy to families with children exiting out of the foster care system. Assisted families with strengthening their parental strategies, developing effective communication skills, and securing the resources needed to sustain their family unit. Worked on a multi-disciplinary team to identify and provide concrete resources for the family. Provided independent living supports and resources to youth preparing to exit the foster care system.

In-Home Therapist

October 1996-December 1998

Edgewood's Children's Center

St. Louis, MO

Provided brief intensive home-based support to children living with multiple physical/mental health diagnosis. Utilized a variety of treatment models. Assisted families with accessing resources and support for their children. Assisted families with strengthening their parental strategies and developing effective communication skills. Worked on a multi-disciplinary team to identify and provide concrete resources for the family.

Conference Presentations

Phi Beta National Research Project: Examining the Relationship between Academic Self-Regulation, GRIT, Happiness, Gratitude, and Appreciation. February 27, 2018. American Association of Behavioral and Social Science Conference. Las Vegas, Nevada. Dr. Danielle Richards and Kenya Minott.

Millennials, Diversity, and the 2016 Presidential Election. January 11, 2018. Society for Social Work & Research Annual Conference. Washington, D.C. Kenya Minott and Dr. Suzanne Pritzker.

Experiences of Discrimination Among Homeless Young Adults: Relationship to Mental Health Outcomes. January 12, 2018. Society for Social Work & Research Annual Conference. Washington, D.C. Dr. Sarah Narendorf, Dr. Kimberly Bender, Kenya Minott, Dr. Kama Shelton, and Dr. Diana Santa Maria.

Doctoral Education: Professional Socialization through Participation with Academic Journals. October 21, 2017. Annual Program Meeting, Council on Social Work Education. Dallas, TX. Rebecca Mauldin, Kenya Minott, Flor Avellaneda, Andrea Joseph, Quentin Maynard, and Dr. Sheara Jennings.

Understanding and Managing Mental Health Symptoms: Perspectives from Homeless Youth of Color. March 7, 2017. 30th Annual Research & Policy Conference: Child, Adolescent, and Young Adult Behavioral Health. Tampa, FL. Dr. Sarah Narendorf, Kenya Minott, and Jamaica Harrell.

Adapting a Mental Health Engagement Intervention for Older Youth in Foster Care: JDY-OYFC. January 15, 2017. Society for Social Work & Research Annual Conference. New Orleans, LA. Dr. Sarah Narendorf, Dr. Maurya Glaude, and Kenya Minott

Teacher bias and its impact on minority parental involvement. February 2012. American Association of Behavioral and Social Sciences, Las Vegas, NV.

Knowing Your Stats: A Look at Minority Health. February 2011. African American Male Youth Summit. Office of Commissioner Lawrence Weekly in Las Vegas, NV.

Building Bridges Across Communities. April 2010. The African Immigrant and Refugee's Experience in Contemporary Las Vegas Summit. University of Nevada Reno-Cooperative Extension in Las Vegas, NV.

The Impact of the Civil Rights Movement on Youth Today. February 2001. African American Heritage Month Celebration. College of Southern Nevada in Las Vegas, NV.

Gender Justice from the Grassroots. December 2010. Inter-Alliance Dialogue Convening at Barnard College in New York, NY.

Youth Involvement in Politics. March 2007. Democratic National Committee- Majority Partnership Summit in Las Vegas, NV.

Social Work Practice and the Social Justice Movement. April 2007. UNLV School of Social Work in Las Vegas, NV.

Community Engagement and Service

Member - Delta Sigma Theta Sorority Inc., North Harris County Alumnae Chapter, 2022-Present

Senior Fellow - American Leadership Forum: Class 58, May 2022-Present

Founding Board Member – Race Equity Leadership and Research Collective, 2020-Present

Member - Emerge Texas Steering Committee, January 2017- 2020
Board Member – PLAN Action Committee, March 2012-2018
Board Member- Western States Center, October 2008- 2012
Executive Board Member/Secretary – Pushback Network, June 2009- 2011
Advisory Board Member –TRENDZ Inc. 2005 - 2010
Executive Board Member/Chair - Progressive Leadership Alliance of Nevada (PLAN), April 2003 – 2011
Board Member - Specialized Alternatives for Families and Youth, May 2003-2011

Licenses and Certifications

LMSW, State of Texas (2014-2016)
Licensed Social Worker, State of Nevada (9/2001-6/2003)
Certified Clinical Social Work Intern, State of Nevada (9/2001-5/2002)
Certified Home-Based Service Provider, State of Missouri (11/1996-12/1998)
Certified Sex Educator, Planned Parenthood of Greater St. Louis (10/1994-10/1996)

Professional Development

Canvas On-Line Course Delivery Training – (2013)
“Why Try” Behavioral Intervention Training – (2012)
Understanding PTSD in children and adolescents (2012)
American Sociological Association National Conference-Las Vegas (2011)
Pushback Network National Annual Convening (2009)
NASW Nevada State Conference (2008)
8th Annual White Privilege Conference (2007)
Grassroots Lobbying Training – Nevada Women’s Lobby (2007)
Political Training for Women – emergeNevada (2007)
Racial Justice Organizing Training – Applied Research Center (2006)
Facing Race Conference – Applied Research Center (2005)
Dismantling Racism Training the Trainers (2005)
Community Strategic Training Initiative Regional Conference (2004)
How to Market, Fund, and Evaluate Your Program- United Way of Las Vegas (2002)
Domestic Violence Task Force Training – State of Nevada (2002)
MSW Practicum Supervision Training – University of Nevada Las Vegas (2000/06)
Effects of Abuse and Neglect on Child Development – Nevada Training Partnership (1999)
Service Delivery to At-Risk Youth – Missouri Statewide Conference (1998)
Statewide Provider Conference – Family Resource Center (1998)
National Black Child Development Institute Annual Conference (1998)
National Association of Black Social Workers (1997)
Community Sex Educator Training – Planned Parenthood of Greater St. Louis (1994)

Professional Memberships

Council on Social Work Education (2017-2022)
Society for Social Work and Research (2016-2020)
American Sociological Association (2016- 2017)
Southern Sociological Society (2016-2017)
Nevada Faculty Alliance (2007-Present)
American Association of University Professors – National (2007-Present)
NFA Political Action Committee – (2010-2012)
National Association of Black Social Workers – Las Vegas Chapter (2010-2012)

Awards and Honors

Progressive Leadership Alliance of Southern Nevada Trailblazer Award – State of Nevada (2011)
Omega Psi Phi Citizenship Award – Las Vegas Chapter (2010)
Black Student Association Appreciation Award – College of Southern Nevada (2010)
Jean Ford “Participatory Democracy” Award – State of Nevada (2009)
Trailblazer Award – Clark County Democratic Caucus (2008)
African American Democratic Leadership Achievement – AADLC (2008)
Women’s History Month Achievement Award – City of Las Vegas (2007)
Earn & Learn Mentor Award – College of Southern Nevada (2005)