

CECILY RODRIGUEZ, MPA, CDE

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PROFESSIONAL EXPERIENCE

School of Public and International Affairs, Virginia Polytechnic Institute

Manager of Applied Research

Center for Public Administration and Policy – Adjunct Faculty

Richmond, Virginia

11.2018-Present

Develops new programs and research related to equity and inclusion including cultural competence micro credentials, social equity graduate seminars, and health disparity research and technical assistance. Revises and develops learning and training material for university and state agency mentoring programs, including curriculum design plans, training slides, handbooks, and companion materials. Supports research across all sponsored programs. Supports IRB applications and management of research initiatives. Leads program evaluation data collection and management for all SPIA leadership programs. Facilitates the work of graduate assistants and student wage workers who support various sponsored programs. Manages the online and social media presence of all SPIA leadership programs.

College of Architecture and Urban Studies

Director of Diversity, Equity, and Inclusion

Responsible for providing strategic leadership and administrative oversight for researching, developing, implementing, and maintaining a range of successful practices for supporting a college climate that values and prioritizes diversity, equity, and inclusiveness. Serves as liaison for CAUS for InclusiveVT, the university's distributed model of diversity and inclusion, and in this capacity connects the college to university-wide opportunities related to transformational institutional change, representational diversity, a welcoming, safe, affirming, and accessible campus climate, and equity across the academic mission. Works with the executive team in CAUS to advance the college's diversity strategic plan and uses evidence-based strategies to assist the college in developing efforts in creating and sustaining a culture that embraces and promotes diversity and inclusion in their broadest meanings. Primary focus on development of long-term strategies and collaborations designed to enhance college climate to increase the recruitment, matriculation, support, retention, and ultimate graduation of underrepresented minority students. This position will interact with constituents across the university, both internal and external, including students, faculty, administrators, state agency executives and officials while leading and facilitating diversity, equity, and inclusion efforts.

Blacksburg, Virginia

08.2020 – 09.2021

U.S. Committee for Refugees and Immigrants

Director, Refugee Health Services

Responsible for executive leadership of grant and contract-related planning and implementation for federally funded health programs. Developed, managed, and oversaw program budgets totaling more than \$30 million annually. Lead the new implementation and management of a self-funded health coverage plan for refugees, immigrants, and unaccompanied refugee minors in compliance with federal and state regulations in seven states. Responsible for employee compliance with, and measurement and effectiveness of, all business standards of practice including project management, data analytics, quality assurance, and other processes internal and external. Developed policies and procedures for a 24/7/365 public healthcare operation in all program states. Defined operational requirements, supervised local and remote staff, and ensured on-time implementation and management. Increased the number of funded health and mental health programs for refugees and immigrants by 125% during a two-year period. Served as the resident expert on healthcare policy, including federal and state Medicaid policies, health data management and security, self-funded health coverage models and culturally and linguistically appropriate healthcare delivery. Consulted with federal and state agencies to coordinate and manage public-private partnerships. Presented at state, national, and international conferences.

Arlington, Virginia

01.2017-11.2018

Virginia Department of Behavioral Health & Developmental Services

Director, Office of Health Equity Advancement and Workforce Development

Health Equity, Cultural Competence, and Language Access

Richmond, Virginia

05.2008 – 01.2017

Responsible for the development of ten workforce training curricula related to workforce development, health equity, cultural competence, and succession planning. Responsible for statewide training and technical assistance for the BHDS system to include forty community services boards and more than one thousand private providers of behavioral health and developmental services. Developed and delivered training on dozens of topics for public and private health and human service across the state of Virginia. Implemented the Trauma-Informed Psycho-social Community Program and trained refugee leaders to deliver the intervention. Designed the Refugee Gatekeeper suicide prevention and Refugee Mental Health Orientation Training Programs. Implemented a protocol for the administration of the Refugee Health Screener-15 (RHS-15) into initial refugee health screening at local health district level. Authored of TOT curricula for statewide Intercultural Competence; TOT for Qualified Bilingual Staff (QBS) training; and mental health interpreting TOT curricula. Served as subject matter expert on national, state, and local level program planning committees. Presented at state and national conferences.

Workforce Development and Succession Planning

Authored and implemented the SystemLEAD Leadership Development curriculum for the state behavioral health system. Authored and implemented the Human Capital Vision Plan for Central Office. Responsible for training and technical assistance related to state facility workforce development and succession planning. Authored departmental policy on workforce development and language access activities. Authored and presented the Health and Human Resources Leadership Succession Planning Model on behalf of the HHR Secretariat. Presented on workforce development and succession planning to agencies across the state of Virginia.

EDUCATION:

Virginia Commonwealth University

Bachelor of Arts, Political Science, 1992

Virginia Polytechnic Institute and State University

Master of Public Administration, 2014

RESEARCH, AUTHORSHIP, AND CONFERENCE PRESENTATIONS

Author/Co-Author:

A Multitier Model of Refugee Mental Health and Psychosocial Support in Resettlement: Toward Trauma- Informed and Culture-Informed Systems of Care. Psychological Services. Psychol Serv. 2020 Jan 23. doi: 10.1037, Commonwealth of Virginia Health and Human Resources Secretariat Succession Planning Toolkit. POLICY 1023 (SYS) 89-01, Workforce and Service Delivery Cultural and Linguistic Competency. Agency Leadership Development Plan 2015, 2016, 2017, SystemLEAD Leadership Development Training Curriculum; Qualified Bilingual Staff- Interpretation Training for Non-Interpreters; Cultural and Linguistic Competence Facilitator Training of Trainers Curriculum (partner – VT); Community Mental Health Awareness Training Curriculum; Feeling Great! Refugee Mental Health English Language Classroom Module (partner – ODU); Trauma-Informed Cross-Cultural Psychoeducation: Mental Health Training for Refugee Community Leaders (partner – VCU)

Research/Professional Paper:

Report to Secretary Hazel, Virginia HHR - Increasing Access to Services - Human Resource and Workforce Development Strategies; Behavioral Health Disparities Overview; ; "I work at a state psychiatric hospital- Minimal Training is Required": An Exploration by Self Perception of Cultural Competence in Virginia Mental Health Care Providers; A Review of Cultural and Linguistic Competency in the Virginia Behavioral Health and Developmental Services System (partner- VSU); DBHDS Vision 2020 Human Capital Strategy; An Exploration of Mental Health Needs and Perceptions in Virginia's Refugee Population

Conferences/Presentations:

National Hispanic Latino Mental Health Technology Transfer Center, "Best Practices for Mental Health Interpreters Working with Hispanic and Latinos". University of St. Thomas Refugee Mental Health and Wellness Conference, 2018; Virginia

Commonwealth University, Broadening Wellness: Sustainable Approaches to Community Wellness, 2015; Northern Virginia Language Access Leadership Conference, 2016; 4th Annual Commonwealth of Virginia Children's Services Act Conference, 2015; Virginia Emergency Services Conference: Innovations & Changes, 2014; Virginia Association of Community Services Boards Annual Conference : Inspiring Recovery and Independence While Adapting to Change, 2010 and 2014;

RELEVANT EXPERIENCE:

- Twenty years' experience developing and providing professional and workforce development training in both non-profit and public sector arenas
- Fifteen years of firsthand involvement with the development and implementation of workforce development planning; strategic and team action planning, and organizational development planning in the public and private sector
- Bilingual in Spanish and English

CERTIFICATION AND PROFESSIONAL COURSES

- Certified Diversity Executive, Institute for Diversity Certification
- Qualified Administrator and Trainer of the Intercultural Development Inventory and the Intercultural Conflict Style Inventory
- Certified QPR-Gatekeeper Suicide Prevention Training Facilitator
- Behavioral Health Interpreter Trainer
- Qualified Mental Health Interpreter – University of Rochester Medical School
- National Faculty for KP National Diversity QBS TOT
- Building Bridges Community Health Interpreter

PROFESSIONAL ACTIVITIES:

- Director of Communications and Board Member – Richmond Region Council #4614 League of United Latin American Citizens
- Board Member- Health Brigade Free Clinic
- Member- National Network for the Elimination of Disparities in Behavioral Health Advisory Committee (SAMHSA)
- Member – Henrico Chickahominy Medical Reserve Corps
- Former Member- SAMHSA Region III Regional Behavioral Health Workforce Development Advisory Group
- Former Member- Minority Health and Health Equity Advisory Council- Virginia Department of Health
- National faculty – Kaiser-Permanente Diversity – Qualified Bilingual Staff Training Program
- Former Member- Campus-Community Leadership Team, Community Engagement Core, VCU Clinical and Translational Science Award
- Former Member- Early Childhood Mental Health State Initiative Grant Advisory Committee – VCU
- Former Member- Commonwealth of Virginia Suicide Prevention Plan Advisory Committee