

DEBRA MIXON MITCHELL
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EDUCATION

Doctorate of Philosophy Degree in Human Communication

University of Denver Denver, CO

Dissertation Title: *The Child Protection Juvenile Court Process from a Communication Perspective: A Glimpse Behind the Veil of Objectivity Reveals that Race Matters.*

Graduation Date: Nov. 2009

Master's of Arts Degree in Applied Communication

University of Denver Denver, CO

Graduation Date: June 2002

Bachelor's of Arts Degree in Sociology

University of Colorado Boulder, CO

Graduation Date: May 1999

PROFESSIONAL EXPERIENCE

Higher Education Resource Services (HERS) at the University of Denver
November 2010-Present

Associate Director

Provide planning and curriculum development regarding HERS Institutes. Implement HERS Institutes' program schedules.

University of Denver, Graduate School of Social Work
September 2010-Present

Adjunct Faculty

Teach a 3 credit hours course on Multicultural Social Work Practice to graduate level students.

Colorado Department of Human Services & American Humane Association
Oct 2009-June 2010

Project Coordinator

Provided guidance, consultation and technical assistance to clients regarding culturally responsive service provision and intercultural communication on an interpersonal, group and organizational level. Collaborated with counties in developing community resources used to increase service equity. Planned events to inform and educate community stakeholders about service disparities. Facilitated and coordinated statewide community partnership meetings to conduct problem identification sessions and identify solution strategies to eliminate service disparities. Mobilized state and local organizations to address service disparities. Assisted in the development of disparity

reports to State and County Child Welfare Departments. Coordinated the dissemination of disparity reports to all State and County Child Welfare Departments.

University of Denver, Graduate School of Social Work

Aug. 1997-Sept. 2009

Senior Training & Project Specialist

Developed, delivered and evaluated curricula. Taught a 3 credit hour course on *The Effects of Child Maltreatment on Child Development* to graduate level social work students. Delivered entry and advanced-level training to students, child welfare staff and foster parents. Directed the Child Welfare Stipend Program.

Aug. 2004-Aug. 2007

Adjunct Faculty

Taught two 3 credit hour courses, one on *Child Welfare Practice* and another on *The Effects of Child Maltreatment on Child Development* to graduate level social work students.

Adams County Department of Human Services

July 1995-Aug. 1997

Child Welfare Program Manager

Managed the training, therapeutic foster care and teen parent programs. Provided clinical and supportive services to eight professional staff. Conducted program and policy development.

Nov. 1977-July 1995

Foster & Adoptive Parents Caseworker

Monitored and provided support and services to foster families and foster children during out-of-home placement due to child maltreatment. Facilitated the placement of children who were available for adoption, with prospective adoptive families. Provided post-adoptive placement support and clinical services to adoptive families.

Child Care Caseworker

Conducted program orientations and initial home assessments in response to applications to operate child care home facilities. Made recommendations to the Colorado State Department of Human Services as to whether facilities met state regulations. Provided ongoing monitoring and support to those who operated county child care home facilities.

Nicholson, Spencer & Associates

Aug. 1992-Aug. 1995

Associate Trainer

Delivered competency-based training to Child Welfare staff throughout the state of Colorado. Responsible for program policy and procedure review and implementation.

PUBLICATIONS

Debora M. Ortega & Debra A. Mixon Mitchell (2009). Beyond the question of color: Diversity issues in child welfare supervision. *Child Welfare Supervision: A Practical Guide for Supervisors, Managers, and Administrators*. Eds., Catheryn Potter & Charmaine R. Brittain. p. 203-219.

Contributor to Colorado's Child Welfare Practice Handbook (June, 1998)

PRESENTATIONS

Mixon Mitchell, D. (June, 2010). *Multicultural Communication*. Workshop presented, Adams County Human Services- Adoption Unit, Denver, CO.

Mixon, D. (Oct. 2008). *Boot Camp Training for Trainer's*. Training presented, Human Services Department, Washington DC.

Mixon, D. (Sept. 2008). *Parenting Cross-Racial/Cultural Families*. Workshop presented, Adoptive Family Initiative, Boulder, CO

Mixon, D. (April 2008). *Child Development*. Training presented, Wisconsin Department of Human Services, Madison, WI.

Mixon, D. (March, 2006). *Intercultural Competence*. Training presented, Colorado Coalition of Adoptive Families, Colorado Springs, CO.

Mixon, D. (Oct. 2004). *Turning Soup into Gumbo: Parenting Cross-Racial/Cultural Families*. Workshop presented at the NFPA National Foster Parent Association 34th Annual Educational Conference., Glenwood Springs, CO.

Mixon, D. (May 2004). *Turning Soup into Gumbo: Parenting Cross-Racial/Cultural Families*. Workshop presented, Adoptive Family Resources, Denver, CO.

Mixon, D. (Dec. 2003). *Communicating with Traumatized Youth*. Workshop conducted for the Denver Family Crisis Center, Denver, CO.

HONORS/AWARDS

Governor Bill Ritter, Jr.'s Service & Leadership Award (Jan. 2010)

Adams County Department of Human Services Employee of the Month Award (Nov. 1985)

PROFESSIONAL BOARDS/COMMITTEES

Colorado Dropout Prevention / Re-engagement – RGFC Advisory Board (2010-Present)

Governor's Action Committee Cultural Competence Sub-Committee (2008-2009)

Minority Over Representation in Child Welfare Advisory Committee (2003)