

**DEBRA MIXON MITCHELL, Ph.D.**

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EDUCATION

**Ph.D. Human Communication (Concentration in Intercultural Communication)**

University of Denver                      Denver, CO                      Graduation Date: Nov. 2009

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

**M.S.S. Applied Communication**

University of Denver                      Denver, CO

**B.A. Sociology**

University of Colorado                      Boulder, CO

PROFESSIONAL EXPERIENCE

**University of Denver**

**Director, Diversity Recruiting**

**October 2012 – Present**

Provide overall administrative leadership to recruit broadly diverse candidate pools for faculty and staff positions. Prepare members of search committees to conduct fair and inclusive search processes. Build a network through industry contacts and associations that represent historically excluded and underrepresented communities. Track, analyze, and report on metrics associated with recruiting programs and initiatives.

**Adjunct Faculty**

**August 2004 - Present**

Teach undergraduate and graduate level courses including: *Power, Privilege, and Oppression; Disrupting Privilege through Anti-Oppressive Practice; Disproportionality; Social Movements; Multicultural Social Work Practice; Child Welfare Practice; and The Effects of Child Maltreatment on Child Development.*

**University of Denver, HERS (Higher Education Resource Services)**

**Associate Director**

**November 2010 – September 2012**

Administer and oversee the academic program for three professional development programs to prepare women for leadership positions in higher education. Oversee of the operating budgets for each Institute. Supervise three Program Coordinators and provide leadership and support to faculty and staff who represent public, private, Community College and four year institutions of higher education and who attend the Institutes. Collaborate with faculty and managers to develop and evaluate curriculum. Compile and analyze data and prepare data reports. Develop and deliver curriculum.

Key Achievements: Under my leadership, participants contributed the largest donation made by a participant group in the program's 40 year history. Improved staff teamwork; acknowledged for creating a more inclusive environment within the Institutes.

**Colorado Department of Human Services & American Humane Association**  
**Project Coordinator-Contract Position** **Oct 2009 - June 2010**

Provided leadership, consultation and technical assistance to department managers and community constituents to address service disparities. Planned and executed events to engage, inform and empower community stakeholders about service disparities. Facilitated and coordinated community partnerships statewide to conduct problem identification sessions and identify solution strategies to eliminate service disparities. Co-produced data reports of program and service outcomes. Coordinated the dissemination of data reports for Colorado State and County Child Welfare Departments of Human Services. Assisted in grant writing.

Key Achievements: Generated widespread interest and concern among state and county Child Welfare staffs and community constituencies regarding service disparities. Provided the leadership needed for stakeholders to engage in courageous conversations to initiate the process of identifying and resolving concerns.

**University of Denver, Graduate School of Social Work**  
**Senior Training & Project Specialist** **July 2006 - Sept. 2009**

Developed, delivered and assisted with the evaluation of curricula and staff. Delivered entry and advanced-level training to students, child welfare staff, administrators and foster and adoptive parents. Provided technical assistance and consultation to casework and supervisory staff in areas including family engagement, family decision-making, culturally responsive social work practice and post placement support of children. Administered the Child Welfare Stipend Program providing oversight of the admissions process and managed the program's operating budget.

Key Achievement: Served as the Master Trainer responsible for training the *Adoption Competent Practice* and *Train the Trainer's Boot Camp* courses.

**Child Welfare Trainer** **Aug. 1997- July 2006**

Delivered entry and advanced-level training to students, child welfare staff, administrators and foster and adoptive parents.

**Adams County Department of Human Services**  
**Child Welfare Program Manager/Supervisor** **July 1995 - Aug. 1997**

Provided oversight and management for the training, therapeutic foster care and teen parent programs. Responsibilities encompassed the provision of clinical supervision and evaluation of eight professional staff (social worker/caseworkers) to ensure the efficient and effective delivery of child protective and adoption services to children and their families. Provided educational supervision, support and mentoring to help staff achieve more knowledgeable and skilled work performance and to improve service delivery. Executed program development and facilitated collaborations with internal and external stakeholders.

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)

SELECTED PRESENTATIONS/TRAININGS

Mixon Mitchell, D. and Sampson, D. (January, 2015). *Leading for Equity: The Hallmarks of Culturally Responsive and Equitable Leadership*, Huntsville City Schools, Huntsville, AL

Mixon Mitchell, D. (March, 2014). *Empowered to Achieve Academic Success*, DU Pioneer Prep Institute, University of Denver

Mixon Mitchell, D. (March, 2013). *Super Women: Finding Power in Self-Care*, Women's Conference, University of Denver

Mixon Mitchell, D. (December, 2012). *The Color of Communication*, Denver Public Schools, Speakers' Bureau, Denver CO.

Mixon Mitchell, D. (July, 2012). *Challenging Conversations*. HERS Institute, Denver, CO.

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

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

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

Mixon, D. (Oct. 2008). *Boot Camp Training for Trainer's*. Training presented, Butler Institute for Families, Denver, CO.

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

Mixon, D. (June 2007). *Train the Trainer's Boot Camp*. Training presented, Butler Institute for Families, Denver, CO.

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 in Cross-Racial/Cultural Families*. Workshop presented at the NFPA National Foster Parent Association 34<sup>th</sup> 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

Outstanding Service Award, University of Denver (2014)  
Colorado Women's College Curricular Engagement Faculty Learning Community Award (2014)  
Governor Bill Ritter, Jr.'s Service & Leadership Award (2010)  
Adams County Department of Human Services Employee of the Month Award (1995)

#### PROFESSIONAL BOARDS/COMMITTEES/ORGANIZATIONS

DU Academic Integrity Board (2014-2015)  
Status of Faculty and Staff of Color Workgroup (2014)  
DU Staff Mentor (2014)  
Denver Public Schools Culturally Responsive Advisory Group (2011-Present)  
Colorado Dropout Prevention/Re-engagement – RGFC Advisory Board (2010-2011)  
Governor's Action Committee Cultural Competence Sub-Committee (2008-2009)  
Minority Over Representation in Child Welfare Advisory Committee (2003)

#### SERVICE

##### University

Winter 2015	Women's Conference, planning committee
Summer 2014	DU Pioneer Prep Institute
Spring 2014	Social Justice Colloquium
Spring 2014	Black Male Initiative Summit, Facilitator
Winter 2014	Women's Conference, planning committee
Winter 2014	DU Employee Mentoring Program
Spring 2013	Search committee, Early Childhood Education Director
Spring 2013	Black Male Initiative Summit, Facilitator
Spring 2012	<i>Challenging Conversations</i> , HERS Institute, Denver, CO

##### Community

2013 Especially Me Inc. Conference, Group facilitator

#### INVITED TALKS

2014 Social Justice Colloquium, Panel speaker, Social Learning Community, University of Denver  
2013 Culturally Competent Supervision, Panel speaker, Graduate School of Social Work, University of Denver  
2013 *The Color of Communication: How Misperceptions in Communication Occur Between Cultural Groups*, Denver Public Schools, Denver, CO  
2013 Planting the Seed Community Conference, Panel speaker, Denver, CO

PROFESSIONAL DEVELOPMENT

- 2014 China 101 Workshop, University of Denver
- 2014 Queer & Ally Training, University of Denver
- 2014 IX & Outcomes Council Training, University of Denver
- 2014 Toastmasters (Daybreak chapter)
- 2013 Connecting Inclusive Responsive Communities Leading Education (C.I.R.C.L.E)
- 2013 Pedagogy of Privilege Conference, University of Denver
- 2013 American Association for Affirmative Action Conference, San Antonio, TX
- 2013 Faculty Diversity Conference, Saint Paul, MN
- 2013 3<sup>rd</sup> Annual National Conference on Minority Faculty/Staff Recruitment, Las Vegas, NV
- 2013 Time Management, University of Denver
- 2012 Affirmative Action Planning 101, Holland & Hart, Denver, CO

\*References Upon Request