

Zita Dixon, MSW

Curriculum Vitae

[Contact info redacted for online publication]

EDUCATION

- PhD Social Policy, Concentration: Assets and Inequalities
Brandeis University, Heller School of Social Policy and Management
Waltham, MA: February 2021
Dissertation title: “Creating, passing, and protecting a racially equitable higher education social policy program: A critical historical case study of a state’s policymaking process and its participants”
- MSW Social Work, Concentration: Social Policy & International Social Welfare
Columbia University School of Social Work
New York, NY: May 2005
- BA Major in Third World Studies, Double Minor in Psychology & Sociology
University of California, San Diego (Eleanor Roosevelt College)
La Jolla, CA: May 2003

PUBLICATIONS

Refereed Journal Articles

Dixon, Z., Collins, M.E., & Zimmerman, T. (2020) Addressing race, ethnicity, and poverty in policy assignments: Students’ opportunities and constraints. *Journal of Ethnic and Cultural Diversity in Social Work* doi: 10.1080/15313204.2020.1839617

Collins, M.E., **Dixon, Z.**, & Zimmerman, T. (2020) Building policy practice into foundation field placement: Experiences and outcomes. *Social Work Education* doi: 10.1080/02615479.2020.1807495

Dixon, Z. & Schoeneman, A. (2018) Advocacy & social justice case study: The rocky road from peace to action. *Human Services Organizations: Management, Leadership & Governance*, 42(5), 493-501. doi: 10.1080/23303131.2018.1537290

Dixon, Z., Bessaha, M.L., & Post, M. (2018). Beyond the ballot: Immigrant integration through civic engagement and advocacy. *Race and Social Problems*, Special Issue on Race and Immigration, 10(4), 366-375. doi: 10.1007/s12552-018-9237-1

GRANTS & FELLOWSHIPS

- 2020** Association for Public Policy Analysis and Management (APPAM) **Equity & Inclusion Fellowship**
- 2019-2020** American Association of University Women (AAUW) American **Dissertation Fellow**
- 2019-2020** National Academy of Education (NAEd)/Spencer **Research Development Awardee**

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HONORS & AWARDS

- 2019 Society for the Study of Social Problems (SSSP) **Student Paper Competition Award Winner** for the Sociology and Social Welfare Division
- 2018 & 2017 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) **Diversity Scholars Award Recipient**
- 2015 **Outstanding Advising and Mentorship for MPH Students Award**, UCLA Fielding School of Public Health Student Association, Los Angeles, CA
- 2004 **Andrew W. Mellon South African Scholarship**, International House of NYC, New York, NY

CONFERENCE PRESENTATIONS

Refereed Conference Poster Presentations

- 2020 **Poster Presenter**, Hidden Bureaucrats' Participation in Creating and Protecting a Racially Equitable Higher Education Social Policy Program (November 12, 2020) Association for Public Policy Analysis and Management (APPAM) Annual Meeting. Virtual.
- 2020 **Invited Poster Presenter**, *How Did a Racially Equitable Higher Education Opportunity Program Become and Stay a State Law? A Critical Race Historical Case Study of the New York State SEEK (Search for Education, Elevation and Knowledge) Legislation* [Invited Poster Session]. (April 20, 2020) AERA Annual Meeting. San Francisco, CA <http://tinyurl.com/szoguqx> (Conference Cancelled)

Refereed Conference Paper Presentations

- 2020 **Co-Presenter**, Building Policy Practice & Social Justice Competencies to Address Racial and Economic Inequality (January 16, 2020) Society for Social Work Research (SSWR) Annual Meeting. Washington, DC.
- 2019 **Session Organizer & Co-Presenter**, Critical Dialogue: Social Work Responses to Social Problems in Higher Education (August 9, 2019) Society for the Study of Social Problems (SSSP) Annual Meeting. New York.
- 2018 **Discussant & Co-Presenter**, Intersections of Legitimacy and Democracy: Exploring the Institutional Mechanisms of Credibility, Participation, and Grassroots Leadership (November 16, 2018) Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Meeting. Austin.
- 2018 **Co-Presenter**, Action Research in Integrating Diversity and Inclusion into Nonprofit Education: Lessons from the Trenches (November 15, 2018) Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Meeting. Austin.

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- 2018 Co-Presenter**, Safety as a Top Priority, Black Caribbean Youth Negotiating Police Surveillance in London and New York City (August 10, 2018) Society for the Study of Social Problems (SSSP) Annual Meeting. Pennsylvania.
- 2017 Presenter**, Silenced Scholars No More: Constructing a New Social Policy Pedagogy with a Critical Race Theory Framework (August 12, 2017) Society for the Study of Social Problems (SSSP) Annual Meeting. Quebec.
- 2017 Presenter**, A Theory of Why Policy Advocacy Capacity Building with Grassroots Leaders of Color Matters: The Missing Link to Democracy and Racially Equitable Policies (February 2017) Annual Meeting of the Eastern Sociological Society. Philadelphia.

Refereed Conference Presentations

- 2013 Co-presenter**, Creative Engagement through the Curriculum Development Process: Syllabus as Dialogue (April 2013). Tri-State Consortium of Opportunity Programs in Higher Education Conference. New Jersey.
- 2013 Co-presenter**, Creative Engagement through the Curriculum Development Process: Syllabus as Dialogue (December 2012). CUNY Office of Special Programs Sharing What Works Creative Engagement: Bridging Possibilities between Students, Campus and Community Conference. New York.
- 2013 Co-presenter**, New Kids on the Block: Surviving the streets of SEEK (December 2012). CUNY Office of Special Programs Sharing What Works Creative Engagement: Bridging Possibilities between Students, Campus and Community Conference. New York.

TEACHING EXPERIENCE

Boston University, Boston, MA

Adjunct Lecturer, Boston University School of Social Work

Conception, Scope, and History of Social Welfare in the United States (Spring 2021 – online course and Worcester hybrid course)

Contemporary Social Policy Analysis (Spring 2018, Summer 2018 – online course)

Brandeis University, Waltham, MA

Teaching Assistant, Heller School of Social Policy and Management

Social Justice & The Obama Administration (Fall 2016)

City University of New York (CUNY), John Jay College of Criminal Justice, New York, NY

Substitute Assistant Professor, SEEK Department, January 2013-July 2013

Adjunct Lecturer, SEEK Department, August 2012-December 2012

Education & Justice (Fall 2012, Spring 2013, Summer 2013)

Columbia University, New York, NY

Co-Instructor, Columbia University School of Social Work

Self-Awareness: Constructing Critical Conversations in a Justice Paradigm (Spring 2011)

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Guest Speaker, Columbia University School of Social Work, April 2010

In “Advocacy in Social Work Practice” course – class on ‘Advocacy in Healthcare Reform’

RESEARCH EXPERIENCE

- 2018 Graduate Student Research Assistant**, Boston University School of Social Work
Boston, MA, Summer 2018 – PI: Dr. Mary Collins
- 2018 Graduate Student Research Assistant**, Brandeis University
Waltham, MA, Summer 2018 – PI: Dr. Derron Wallace
- 2017 Graduate Student Research Assistant/Consultant**, Innovation Network, Inc.
Washington, DC, March 2017- December 2017 – PI: Dr. Margaret Post
- 2016 Summer Intern - Community Leaders Capacity Building**, PolicyLink
Oakland, CA, Summer 2016
- 2015 Co-Investigator**, Research Initiatives for Student Empowerment, UCLA R.I.D.E Project.
University of California, Los Angeles, May 2014 – June 2016. PI: Dr. Patrick Rock. Awarded
UCLA Diversity Research grant \$20,320.
- 2014 Volunteer Research Assistant**, UCLA Psychology of Social Justice Lab,
University of California, Los Angeles, January 2014-June 2014

ACADEMIC SERVICE

- 2016 – 2020 Posse Mentor**, Brandeis University. Counsel and advised 10 undergraduate Posse
Scholars at Brandeis University via weekly group meetings and bi-weekly one-on-one
sessions in their freshman and sophomore years. Provided one-on-one mentorship
in their junior and senior years.
- 2016 – 2017 Student Representative**, PhD Inclusion & Opportunity Committee, Brandeis
University (2016-2017)
- 2014 – 2015 Co- Faculty/Staff Advisor**, Connecting Californians To Care (CCTC) student-run
initiative, UCLA. Taught community organizing strategic advice to medical student
leaders who built relationships with clinics and Covered California to increasing
access to health insurance to vulnerable populations
- 2013 Committee Member**, Human Services and Community Justice Implementation
Committee, CUNY John Jay College. Part of an inter-disciplinary committee to

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create a new major “Human Services and Community Justice” and structure the learning outcomes of 100-400 level courses

2009-2011 & 2005 **Panel Leader and Facilitator**, Self-Awareness for Practice in a Multicultural World, Columbia University School of Social Work

2001 **Student Representative**, UN World Conference against Racism: NGO Forum in Durban, University of Cape Town

PROFESSIONAL MEMBERSHIPS

American Education Research Association (AERA)

Association for Public Policy Analysis and Management (APPAM)

Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)

Council on Social Work Education (CSWE)

History of Education Society (HES)

National Association for Social Workers (NASW)

Society for Social Work Research (SSWR)

Society for the Study of Social Problems (SSSP)

RELATED WORK EXPERIENCE

Mentorship & Advising

Posse Mentor, Posse Foundation, July 2016-May 2020

- Counsel and advise 10 Posse Scholars at Brandeis University via weekly group meetings and bi-weekly one-on-one sessions.

SEEK Counselor, City University of New York (CUNY) John Jay College of Criminal Justice New York, New York, August 2012-August 2013

- Counseled undergraduate students individually on academic planning and issues impacting academic performance
- Co-chaired academic probation committee initiatives and program assessments
- Task supervised 3 MSW interns and provided SIFI certified field instruction to 1 MSW intern

Adjunct (Part-time) Academic Advisor, Silberman School of Social Work at Hunter College New York, New York, October 2012-August 2013

- Counseled students individually on academic planning and course requirements
- Researched advising best practices amongst other top tier social work programs in the US to help inform changes within the department

Advising Counselor, Columbia University School of Social Work New York, New York, August 2010-September 2012

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- Counseled students individually on academic planning and issues impacting academic performance
- Created diversity and social justice programming support and curriculum for Advisors and students
- Collaborated with student leaders on Reduced Residency student issues
- Supervised tasks of student Advising Assistants
- Co-interviewed and trained 40 Advisors who mentored ~800 graduate students

Program Management

Program Manager, MPH Program & Alumni Relations, UCLA Fielding School of Public Health Los Angeles, California, September 2013- August 2015

- Counseled and advised students on internship placement and career planning
- Compiled and analyzed post-graduate data for strategic planning and accreditation purposes
- Facilitated professional development and career recruitment presentations
- Worked collaboratively with faculty and alumni on programming, communications, and event coordination

Consultant, Cornell University-School of Industrial and Labor Relations Albany, New York, 2011-2013

- Worked with Cornell University professor, Marcia Calicchia, on curriculum development and facilitation of organizational development trainings for local district (county) employees within NYS Human Services departments

Advocacy & Organizing

Political & Policy Coordinator, Service Employees International Union (SEIU) Committee of Interns & Residents (CIR), New York, New York (6/09-1/10)

- Lead and developed training curriculum on health care policies to CIR members on issues of healthcare reform and healthcare disparities
- Coordinated grant seeking, proposal writing and development strategies to increase funding for 'Education and Policy Initiative' programs
- Created healthcare policy projects for national organization with many outside stakeholders to procure resources to execute projects
- Represented union in city and state meetings with politicians and other key stakeholders

Lead Field Organizer, Service Employees International Union (SEIU) Health Care Equality Project, Washington, DC (1/09-7/09)

- Led coordination of 1,000+ national mass mobilization in Washington, DC on health care disparities together with U.S. Congressman John Conyers and U.S. Congresswoman Lucille Roybal-Allard
- Built a coalition partner campaign from inception
- Assisted in developing healthcare equity policy proposals used by lobbyists
- Worked with APA coalition group that informed U.S. Senator Edward Kennedy's health care group on healthcare disparities

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- Developed curriculum for and traveled nationwide to facilitate workshops on healthcare disparities and initiating civic action

Lead Organizer/Contract Administrator, Service Employees International Union (SEIU) Committee of Interns & Residents CIR, New York, New York (2/07-1/09)

- Ran Barack Obama volunteer headquarters in Raleigh, NC during the 2008 elections
- Led contract negotiations on behalf of members
- Identified and developed leaders to participate in political action and advocacy issues affecting patient care in underserved communities
- Traveled to other chapters in California, New Mexico, and Florida to assist with union projects

Organizer, Service Employees International Union (SEIU) United Healthcare Workers West, San Diego, California & St. Petersburg, Florida (6/06-2/07)

- Assisted in recruiting for and executing rallies and demonstrations for first contract campaign
- Initiated first stages of campaign through house visits, phone banking, and leadership identification and development
- Participated in Florida organizing drive to mobilize 5,000 healthcare workers at six hospitals to form a union in three months

Social Work Internships

Policy Social Work Intern, City of Cape Town, Social Development Department, Cape Town, South Africa, 2005

- Facilitated and assisted in drafting civil society and internal government directorate workshops on gender competency in civil service policies
- Established database for monitoring and evaluating community food gardens
- Researched and presented a comparative analysis on third world best practices in poverty alleviation and urban renewal practices
- Spearheaded local poverty alleviation policy framework and provided input on 'Early Childhood Development' policy draft

Clinical Social Work Intern, Lexington School for the Deaf, Queens, New York, 2003-2004

- Counseled six deaf children in one-on-one weekly psychotherapeutic sessions
- Co-facilitated weekly parent workshops and weekly student conflict resolution group