

Dawnielle D. Simmons, Ph.D., LPC

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Elizabethtown College
Department of Psychology
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EMPLOYMENT

Tenure Track Assistant Professor of Counseling Psychology August 2020-Present
Department of Psychology
Elizabethtown College

EDUCATION

Ph.D. in Counseling Psychology August 2020
Department of Counselor Education and Counseling Psychology
Western Michigan University
Dissertation: The Effects of a Course Oriented in Critical Race Theory on White Counselor Trainees' Multicultural Counseling Competence, White Privilege Attitudes, and Cross Racial Contact

M.Ed. in Counseling August 2013
Department of Counseling and Special Education
DePaul University Chicago

B.A. in Political Science August 2008
Department of Political Science
University of Iowa

TEACHING EXPERIENCE

Elizabethtown College

*Offered as an honors course

- PSY 105 Introduction to Psychology (Fall 2020, Fall 2021, Spring 2022)
- PSY 130 Introduction to LGBTQ+ Issues (Spring 2021, Spring 2022, Summer 2022)
- PSY 250 Psychopathology (Fall 2020, Spring 2021*, Fall 2021, Spring 2022*)
- PSY 355B Counseling Psychology (Spring 2021)
- PSY 455 Clinical Practicum (Fall 2020, Fall 2021)
- PSY 475 Internship in Psychology (Spring 2021, Spring 2022)

Kendall College of Art and Design

- KCSS 229 Introduction to Cultural Studies (Spring 2018, Spring 2019)
- KCSS 365 Race Studies (Fall 2018)

Western Michigan University

*Graduate course

- GWS 2010 Intro to LGBT Studies (Fall 2015, Spring 2016, Summer 2016, Fall 2016, Spring 2017, Fall 2017)
- FYS 2100 First Year Seminar (Fall, 2017, Fall 2018)
- GWS 3500 Psychological Perspectives on Gender (Fall 2015, Spring 2016, Fall 2016, Spring 2017, Fall 2017)
- CECP 6040 Counseling Techniques* (Fall 2014, Fall 2015)
- CECP 6580 LGBT Issues* (Spring 2017)

RESEARCH EXPERIENCE

Elizabethtown College

Principal Investigator

Elizabethtown College

February 2021-Current

HSIRB Approval Date: February 20, 2021

Examining the Efficacy of a Critical Race Intervention on Preservice Teachers' Color-Blind Attitudes, Multicultural Attitudes, and their White Privilege Awareness

The purpose of the study was to examine the efficacy of preservice teachers' participation in a foundational workshop and panel presentation focused on racial socialization and critical race awareness of their color-blind attitudes, multicultural attitudes, and their White privilege awareness. Instrumentation was used to assess preservice teachers' responses prior to and after the critical-race workshop to understand the workshop's impact. This study is currently in the data-collection phase of the process. After data collection and data analysis, findings will be reported.

Western Michigan University

Doctoral Experience

Principal Investigator

Dissertation

Western Michigan University

September 2018-July 2020

HSIRB Approval Date: September 20th, 2018

The Effects of a Course Oriented in Critical Race Theory on White Counselor Trainees' Multicultural Counseling Competence, White Privilege Attitudes, and Cross Racial Contact

The first purpose of this dissertation study was to fulfill the doctoral requirements of the APA-accredited Counseling Psychology program at Western Michigan University. The second purpose of this study was to examine the efficacy of a CRT-oriented multicultural counseling course on White, master-level counselor trainees with or without practical experience via practicum and/or field placement practice. Instrumentation was used to assess the efficacy of the multicultural counseling course and practical experience as the investigator examined multicultural counseling competence, intergroup contact, and White privilege attitudes and awareness. Findings suggest that at least one multicultural counseling course has a significant effect on multicultural counseling knowledge and White privilege remorse. Future research will address the efficacy of three distinct CRT-oriented multicultural counseling courses taught as combined curricula to foster critical understanding of the (a) Black and Indigenous Native/White binary in the U.S.; (b) global perspectives of racial/ethnic groups and their subcultures; and (c) intersectional understandings of power privilege, and oppression with respect to other issues of diversity.

Doctoral Experience

Principal Investigator

Western Michigan University

April 2017-April 2019

HSIRB Approval Date: April 13th, 2017

Initial Installation of RaceTalk Panels: Development, Implementation, and Evaluation

The purpose of this study was to develop, implement, and evaluate student-led discussion panels that have been defined as RaceTalk panels. These panels were designed to give students a unique experience of witnessing spoken narratives. The panels were also used to initiate and facilitate dialogue regarding race, racism, White supremacy, racial identity development, racial socialization, campus climate, and many other issues while addressing the unique needs of students of color in predominantly White institutions (PWIs). Preliminary findings suggest that students are positively affected by the presentations, while often articulating that they wished they could have had this experience prior to college. The investigator is in the process of extending the panel presentations and training initiatives to K-12 settings per the findings of this research project.

Doctoral Experience

Principal Investigator

Western Michigan University

February 2014-August 2014

HSIRB Approval Date: February 10th, 2014

Preliminary Study: Examining the Factor Structure of the LGBIS on African American LGBs.

The purpose of the study was to examine whether the 8-factor factor structure of the Lesbian Gay Bisexual Identity Scale (LGBIS) would replicate in a sample of African American LGBs. The samples used in the original LGB scale and in the revised scale (LGBIS) contained a small number of racial/ethnic minorities. Given the intersection of race and sexual identity, and the potential strong traditional religious foundation in the African American culture, African American LGBs may be challenged in ways that White Americans are not. Thus, LGB identity may look different in African Americans. Findings indicate that the 8-factor structure of the LGBIS seems to fit for an African American LGB sample. Thus, the scale may be appropriate for use with this ethnic minority group. Limitations were the sample size, use of an online survey and the representativeness of the sample. Future work will focus on utilizing this scale on a critical mass of Black LGB-identified individuals at the intersection of potential variables such as class, racial identity salience, disclosure practices, and religious affiliation.

CLINICAL EXPERIENCE

Humanizing Mental Health July 2021-Current
Founder/Owner
Licensed Professional Counselor
License No: PC013515

Akoma Healing Center: Holistic Mental Health July 2020-July 2021
Pre-Licensed Private Clinician
Supervisor, Susan Agyeman, LPC

University of Michigan, APA-Accredited Training Site August 2019-August 2020
Pre-Doctoral Intern
Supervisors, Dwaine Campbell, Ph.D., LP; Nidaa Shaikh, Psy.D., LP; Whitney Hagen, Ph.D., LP; and Todd Sevig, Ph.D.LP

College of Education & Human Development January 2018-April 2019
Success Coach
Supervisor, Melissa Holman, MA

Kalamazoo College September 2016-June 2017
Doctoral Clinical Intern
Supervisor, Kenlana Ferguson, Ph.D., LP

Clinical Psychology Services May 2016-July 2016
Doctoral Clinical Intern
Supervisor, Margaret Ajayi-Nabors, Ph.D., LP

Community Healing Centers January 2014-April 2014
Temporary Health Care Attendant for Substance Abuse
Supervisor, On-Call Registered Nurse

WMU Center for Counseling and Psychological Services September 2013-August 2015
Doctoral Associate
Supervisor, Kelly McDonnell, Ph.D., LP

Trilogy Behavioral Healthcare September 2012-May 2013
Master-Level Clinical Intern

CONSULTATION EXPERIENCE

Racial Literacy Advocates

Founder/Owner

- Provide anti-racist and anti-bias training and consultation to various departments in academic institutions
- Meet with and train panelists to serve as independent contractors on panel presentations
- Collect and analyze data from panel presentations for quality control and efficacy of product
- Enhance campus climate and academic institutions by teaching cultural competency and anti-bias initiatives
- Provide evidenced-based reports regarding the efficacy of the panel presentation and recommendations to the client for sustained racial literacy practice
- Utilize self-made curriculum and training manual to foster evidence-based training with secondary and post-secondary educators
- Attend product-relevant conferences and tradeshows to increase industry awareness

PUBLICATIONS

In Preparation/In Press/Under Review

Simmons, D. D. (2020). *The effects of a course oriented in critical race theory on White counselor trainees' multicultural counseling competence, White privilege attitudes, and cross racial contact.* [Manuscript under review].

INVITED TALKS AND WORKSHOPS

Simmons, D. D. (April 2022). *Humanizing our Experiences: Beginning an Anti-Racist Journey and Understanding Racial Literacy.* Workshop requested for Education Department at Elizabethtown College. Elizabethtown, PA.

Simmons, D. D. (March 2022). *Humanizing our Experiences: Beginning an Anti-Racist Journey and Understanding Racial Literacy.* Workshop requested for Elizabethtown Church of the Brethren. Elizabethtown, PA.

Simmons, D. D. (December 2021). *Humanizing our Experiences: Beginning an Anti-Racist Journey and Understanding Racial Literacy.* Workshop requested for Elizabethtown College by the Senior Leadership Team and Deans of Schools. Department of Equity and Belonginess. Elizabethtown, PA.

Simmons, D. D. (October 2021). *Humanizing our Experiences: Beginning an Anti-Racist Journey and Understanding Racial Literacy.* Workshop requested for Elizabethtown College. Department of Equity and Belonginess. Elizabethtown, PA.

Simmons, D. D. (March 2021). *Humanizing our Experiences: Beginning an Anti-Racist Journey and Understanding Racial Literacy.* Workshop requested for Western Michigan University's Student Organization, Student Occupational Therapy Association (SOTA), Kalamazoo, MI.

Simmons, D. D. (October 2020). *Humanizing our Experiences: Beginning an Anti-Racist Journey and Understanding Racial Literacy.* Workshop requested for Southwest Michigan District Dietetic Association, Kalamazoo, MI.

Simmons, D. D. (February 2020). *RaceTalk Panel Post-Show Conversation: Blood at the Root.* Presentation conducted at Western Michigan University's York Theater, Kalamazoo, MI.

Simmons, D. D. (November 2019). *RaceTalk Panel Training and Workshop.* Presentation and training conducted at Western Michigan University's Multicultural Center (Trimpe), Kalamazoo, MI.

Simmons, D. D. (March 2019). *RaceTalk Panel for Schoolboard and K-12 Administration.* Presentation and training

conducted at Western Michigan University's College of Education and Human Development, Kalamazoo, MI.

Simmons, D. D. (February and March 2019). *RaceTalk Panel Training and Workshop*. Presentation and training conducted at Western Michigan University's Multicultural Center (Trimpe), Kalamazoo, MI.

Simmons, D. D. (October 2018). *RaceTalk Panel: Humanizing the Racial Experience in Higher Education to Foster Racial Literacy and Development*. Panel presentation held at Bernhard Center at Western Michigan University. Presentation conducted at Western Michigan University, Kalamazoo, MI.

Simmons, D. D. (October 2018). *RaceTalk in Higher Education and Student Affairs*. Panel presentation held at Bernhard Center at Western Michigan University. Presentation conducted at Western Michigan University, Kalamazoo, MI.

Simmons, D. D. (September, October, and November 2018). *Racial Socialization and the Power of Narrative*. Panel presentation held at Adrian Trimpe Building at Western Michigan University. Presentation conducted at Western Michigan University, Kalamazoo, MI.

Simmons, D. D. (September 2018). *RaceTalk Training and Workshop*. Presentation and training conducted at Western Michigan University's Lee Honors College, Kalamazoo, MI.

Simmons, D. D. (February 2018). *RaceTalk Panel for Academic Forum*. Panel presentation held for Western Michigan University's Leadership. Presentation conducted at Western Michigan University, Kalamazoo, MI.

Simmons, D. D. (November 2017). *Racial Socialization and the Power of Narrative*. Panel presentation held at Adrian Trimpe Building at Western Michigan University. Presentation conducted at Western Michigan University, Kalamazoo, MI.

Simmons, D. D. (April 2016). *Recognizing Racism, Privilege, and Microaggressions in the Classroom*. Developed and facilitated a workshop at Western Michigan University's Gender and Women's Studies department.

Simmons, D.D. (August 2014). *Power and Leadership Workshop* hosted by Student Affiliates of Division 17 of the American Psychological Association. Facilitated and presented at the workshop at the Annual American Psychological Association convention, Washington, D.C.

POSTER PRESENTATIONS

Simmons, D. D. (August 2017). "Initial Installation of RaceTalk Panels: Development, Implementation, and Evaluation." Poster presented at the Annual American Psychological Association convention, Washington, DC.

Simmons, D. D. (January 2017). "A Theoretical Inquiry: Predictors for Sexual Orientation Identity Disclosure in Black LGBs." Poster presented at the National Multicultural Conference and Summit, Portland, OR.

Simmons, D.D., Vandiver, B. (August 2014). "Examining the Factor Structure of the LGBIS on African American LGBs." Poster presented at the Annual American Psychological Association convention, Washington, DC.

SYMPOSIA AND PANEL PRESENTATIONS

Antares, K., **Simmons, D. D.** (January 2017). "Addressing White Client Racism in Counseling Sessions." Co-facilitated a roundtable discussion at the National Multicultural Conference and Summit, Portland, OR.

Simmons, D.D., Antares, K. (November 2015). "The Insidiousness of Classism, Sexism, and White Supremacy in the Queer Community: Caitlyn Jenner's Privileged Transition." Roundtable discussion at the Mid-Atlantic LGBTQA Conference, Bloomsburg, PA.

ELIZABETHTOWN COLLEGE CAMPUS TALKS AND WORKSHOPS

Simmons, D. D. (Spring 2022). Expert Panel Discussion on Russian-Ukrainian War. [Panelist addressing anti-blackness and global colonization at the intersection of wartime politics and racialized practices]. Elizabethtown College.

Simmons, D. D. (Fall 2021). Expert Panel Discussion on HIV/AIDS Awareness. [Panelist]. Elizabethtown College.

Simmons, D. D. (Fall 2021). Pushout Panel: Addressing Violence against Black Girls in Education. [Panelist]. Elizabethtown College.

Simmons, D. D. (Fall 2021). Book Group: Mediocre: Using Multimedia and Visual Representations to Expose White Male Mediocrity. [Facilitator]. Elizabethtown College.

Simmons, D. D. (Fall 2021). Elizabethtown College's First Annual Coming Out Monologues. [Panelist]. Elizabethtown, College.

Simmons, D. D. (Spring 2021). From Three to Infinity: More than Two Genders. [Panelist]. Elizabethtown College.

Simmons, D. D. (Spring 2021). Beloved Community: Oppression 101, Isms, Bias, and Prejudice. [Facilitator]. Elizabethtown College.

Simmons, D. D. (Fall 2020). Pushout Panel: Addressing Violence against Black Girls in Education. [Panelist]. Elizabethtown College.

ELIZABETHTOWN COLLEGE HONORS THESIS COMMITTEES

Thesis committee member, education: Amsbaugh, Allison (2022). TADIPEC: A social studies curriculum for building understanding and empathy of cultural differences in a PK-2 classroom.

Thesis committee member, psychology: Mele, Jennifer (2020). Impact of social media messaging on body image.

Thesis committee member, psychology: Wade, Gretchen (2020). Color-blind attitudes.

PROFESSIONAL ACTIVITIES AND SERVICE

Elizabethtown College

September 2020—Current

Campus Wide-Initiatives

- Campus Inclusion Committee (CIC), *Member*
 - Bias Incident Response Task Force
 - Diversity Strategic Plan
 - Curriculum Reform and Evaluation
- Co-Creator of Forum on White Supremacy and Global Colonization
- Member of College Search Committee: Executive Director of Diversity Equity Inclusion and Belongingness

Departmental Service

- Racial Social Justice Initiative, *Facilitator*
- Member of Department-Wide Search Committee: Non-Tenure Track Lecturer
- Member of Department-Wide Search Committee: 3-Year Visiting Professor

University of Michigan

September 2019-August 2020

Campus-Wide Initiatives

- Mentorship and Personal/Professional Support (MaPPS), *Mentor*

Western Michigan University

September 2015-August 2020

Campus-Wide Initiatives

- Student Assembly for Racial Equity and Cultural Inclusion, *Founder and President*
- Committee for National Conference on Race and Ethnicity in American Higher Education (NCORE), *Member*

- College of Education and Human Development: Inclusion and Diversity Committee (IDC), *Doctoral Member*
Departmental Service
- Great Lakes Conference, *Proposal Reviewer*

AWARDS AND RECOGNITIONS

- College of Education Scholarship awarded by the Dean of the College of Education • \$560
- Western Michigan University Graduate Student Association ‘Make a Difference Award’ in the category of social justice
- Western Michigan University Rising Star in Diversity Award
- Dr. James M. Croteau Memorial Scholarship • \$500
- Robert & Diane Betz Award for Doctoral Studies in Counselor Education and Counseling Psychology • \$500
- King, Parks, Chavéz Future Faculty Fellowship • \$32,500

PROFESSIONAL AFFILIATIONS

The Counseling Psychologist (TCP)

- The Counseling Psychologist Reviewer Mentorship Program March 2021-March 2022

American Psychological Association (APA)

September 2013-Current

- Division 17: Society of Counseling Psychology
- Division 44: Lesbian, Gay, Bisexual, & Transgender Issues
- Division 35: Society for the Psychology of Women

REFERENCES

Nichole Gonzalez

Pronouns: she/her/hers

Elizabethtown College

Dean of Students and Executive Director for College Diversity, Equity and Belonging

Email: gonzaleznichole@etown.edu

Phone: 717-361-1179

Relationship: Colleague and Campus Inclusion Committee Chair

Dr. Todd Sevig

Pronouns: he/him/his

University of Michigan

Director of Counseling and Psychological Services

Email: tdsevig@umich.edu

Phone: 734.764.8312

Relationship: Doctoral Internship Supervisor

Dr. Mary Z. Anderson

Pronouns: she/her/hers

Western Michigan University

Professor

Department of Counseling Psychology and Counselor Education

Email: mary.anderson@wmich.edu

Phone: (269) 387-5113

Relationship: Dissertation Committee Advisor and Training Director

Dr. Shannon Haley-Mize

Pronouns: she/her/hers

Elizabethtown College
Associate Professor of Education
Interim Director of Global Understanding and Peacemaking.
Email: mizes@etown.edu
Phone: 717-361-3702
Relationship: Colleague and Co-Investigator