

**Amber Joiner-Hill, MSSW**  
**Owner & Principal Consultant – Magnolia Detroit Consulting**  
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Magnolia Detroit Consulting focuses on building capacity within organizations that value the betterment of society and promote racial equity and gender equality in the workplace. Services include organizational assessments, strategic planning, qualitative research, and technical report writing. Amber is based in Charlotte NC and is available for remote and in-person engagements.

**CONSULTING EXPERIENCE**

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**U.S. Forest Service** 2021

*Project: DEI Technical Assistance*

- Co-develop diversity, equity, and inclusion strategic plan with executive leadership team
- Facilitate small group dialogues about racism, equity, and inclusion
- Conduct “Unconscious Biases”, “From Ally to Anti-Racist”, and “Leading & Collaborating with Diversity, Equity, and Inclusion Principles” virtual workshops for incoming staff
- Support organizational DEI and anti-racism efforts as needed

**Voters Not Politicians** 2021

*Project: Organizational DEI Assessment*

- Design and conduct organizational assessment of grassroots nonprofit; co-develop goals and action plan to further incorporate diversity, equity, inclusion, and anti-racism values into policies and procedures
- Facilitate implementation of strategic plan

**International Rescue Committee** 2021

*Project: Educational Workshops*

- Conduct “Unconscious Biases”, “From Ally to Anti-Racist”, and “Leading & Collaborating with Diversity, Equity, and Inclusion Principles” virtual workshops for refugee resettlement service providers; 85 participants

**Casey Family Programs** 2021

*Project: Michigan Safe & Stable Housing*

- Design program evaluation for referral service in Wayne County MI aimed at increasing the rate of reunification by way of safe and stable housing for families
- Assist in qualitative research and analysis of interviews with MI stakeholders; author evaluation guide and disseminate findings via virtual conference presentation

**U.S. Forest Service** 2021

*Project: Educational Workshops & Strategic Planning*

- Conduct “Unconscious Biases”, “From Ally to Anti-Racist”, and “Leading & Collaborating with Diversity, Equity, and Inclusion Principles” virtual workshops for international office aiming to build foundational knowledge; 120 participants
- Strategic planning with executive leadership to outline long-term DEI goals

**Spark Learning for Organizations** 2021

*Project: Organizational Readiness for Implementing Best Practices in Child Welfare Data*

- Qualitative research to assess the ability of child welfare jurisdictions to use best practices for helplines and hotlines, racial equity, and longitudinal data
- Co-develop interview protocol; interview jurisdictions; synthesize and disseminate findings via virtual conference presentation

**Chapin Hall at the University of Chicago** 2021

*Project: Equity Study, Doris Duke Fellowships*

- Complete ongoing research and qualitative analysis to identify the diversity, equity, and inclusion needs of a national fellowship network
- Lead author one research brief and co-author one research brief

**Casey Family Programs** 2020

*Project: Racial Equity in Child Welfare Data*

- Exploratory research on applying a racial equity lens to child welfare data
- Develop interview protocol; interview 23 stakeholders from research, policy, child welfare, and diversity, equity, inclusion, and justice fields; synthesize and disseminate findings via virtual conference presentation and research brief

**ReadMe.io Co.** 2020

*Project: Educational Workshop*

- Conduct “Unconscious Biases” virtual workshop for tech company aiming to incorporate principles of diversity, equity, and inclusion into the interview and hiring processes; 30 participants

**Chapin Hall at the University of Chicago (pro bono)** 2020

*Project: Group Facilitation*

- Facilitated virtual dialogues about racism and discrimination in participants’ personal lives and professional workplace. Objectives were to provide a supportive and confidential space for employees to talk about race and build comradery within an inequitable workplace.

**PROFESSIONAL EXPERIENCE**

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**Chapin Hall at the University of Chicago** Chicago, IL

*Associate Policy Analyst* Dec 2018 – Dec 2020

- Conducted qualitative research to identify the diversity, equity, and inclusion needs of a national fellowship network; tasks included co-developing interview protocols, interviewing 39 study participants, and analyzing qualitative findings using Atlas.ti
- Led development of an online training course aimed at increasing cultural humility among direct service providers and consequently improve client and community outcomes
- Built capacity within the team’s data analytic activities

*Coordinator of Research Support* Oct 2017 – Nov 2018

- Created and coordinated grant proposal process for researchers and policy analysts
- Ensured that all incoming staff met data access requirements in accordance with Federal regulations
- Reviewed and edited technical reports and presentations before public dissemination
- Founding Co-Chair of the Culture and Climate Committee

**Northern Shenandoah Valley Regional Commission** Front Royal, VA

*Continuum of Care Coordinator* Feb 2015 – July 2017

- Facilitated capacity building within collaboration of stakeholders focused on ending homelessness in the Shenandoah Valley
- Managed U.S. Dept. of Housing and Urban Development grant application process; requests totaling \$750,000+
- Evaluated and created organizational policies and procedures
- Researched local and federal guidelines to ensure program compliance
- Managed public relations through website, social media, and interviews with media outlets

**Travis County Health and Human Services, Research & Planning Division** Austin, TX

*Planner* Jan 2014 – Dec 2014

- Designed and conducted program evaluations of a County rental assistance program
- Conducted qualitative and quantitative research on the conditions of older adults and the role of community planning groups
- Designed cultural competency programming for staff members

## PRESENTATIONS

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- Paradigm for Parity: Very Courageous Conversations** June 2021
- Feature interview to discuss the challenges that Black women face in the workplace; interview available [here](#)
- The Forum on Workplace Inclusion Conference** Mar 2021
- “Why You’re Losing Your Black Female Employees”; independent research documenting the experiences of Black women who work in Predominantly White Institutions; strategies for Black women and for employers
- Casey Family Programs Child Welfare Data Leaders Convening** Nov 2020
- “Equity Indexes in Child Welfare”; exploratory research on the creation of an index of child welfare data with a racial equity lens
- Network for Social Work Management Conference** June 2020
- “Impact of Payday Loans on Communities of Color”; the use of payday loans within Black and Latino communities, predatory tactics of the loans, and suggestions for policy changes
- TCOM Annual Conference** Oct 2019
- “Culture and Human Services: Weaving the Threads of Culture Through Service Provision”; the application of cultural humility and responsiveness in direct client service provision
- Virginia Governor’s Housing Conference** Nov 2015
- “Collaborative and Creative Strategies for Rural Homelessness”; best practices to ending homelessness in a rural environment

## TECHNICAL REPORTS

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- Recommendations for Elevating Diversity, Equity, and Inclusion in A Professional Network** Jan 2021
- Recommendations for how a national fellowship network can incorporate DEI principles; report accessible [here](#)
- Equity Indexes in Child Welfare** Dec 2020
- Exploratory research on the creation of an index of child welfare data with a racial equity lens; report accessible [here](#)
- Community Planning Groups: Exploratory Research** Dec 2014
- The role of community planning groups and intermediaries in Travis County TX; report accessible [here](#)
- Focus on Older Adults in Travis County** May 2014
- Snapshot demographic data of adults aged 65 years and older in Travis County TX; report accessible [here](#)

## SERVICE

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- Girls on the Run** – Volunteer Coach 2021 – Present
- New Leaders Council** – Fellow Jan 2021 – June 2021
- Coalition of Black Social Workers** – Member 2020 – Present
- Network for Social Work Management** – Member 2019 – Present
- Network for Social Work Management** – Policy Fellow 2019 – 2020

**Winchester City Sheriff's Office Foundation** – Board Member 2016 – 2017

**National Association of Social Workers** – Member 2014 – 2016

**Reviewer**

- Applications for Network for Social Work Management Policy Fellowship; 2020
- Grant applications for City of Chicago Dept. of Family and Support Services funds; 2019
- Abstracts for National Conference on Child Abuse & Neglect conference; 2018
- Grant applications for HUD Continuum of Care funds; 2016 & 2017
- Grant applications for United Way funds; 2016
- Grant applications for AmeriCorps funds; 2016

**EDUCATION**

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**University of Denver, *Organizational Development Graduate Certificate***  
Expected completion date June 2022

**University of Texas, *M.S. Social Work***  
Concentration: Community & Administrative Leadership  
Gerontology Resources and the Aging Community in Education Scholar

**University of Michigan, *B.A. Psychology***