

AMBER JOINER-HILL, MSSW

OWNER – MAGNOLIA DETROIT CONSULTING

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SUMMARY

Magnolia Detroit Consulting focuses on building organizational capacity within organizations that value the betterment of society, and that promote racial equity and gender equality in the workplace. All work is completed through a social work lens, which facilitates more human-centered and sustainable results. Available for remote and in-person engagements.

CORE QUALIFICATIONS

- *Organizational Assessments* – identify ways to incorporate diversity, equity, inclusion, and antiracism into the workplace
- *Qualitative Research* – collect, analyze, and interpret data
- *Strategic Planning* – develop action plans
- *Technical Report Writing* – share data in ways that are accessible and actionable

CONSULTING EXPERIENCE

MAR 2020 - PRESENT

Owner | Magnolia Detroit Consulting | Charlotte NC

- Manage all operations of consulting business
- Principal Consultant on projects relevant to applying diversity, equity, inclusion, and antiracism principles to workplaces and social services
- Contracts described below

Prevent Child Abuse America | Research Consultant

- Synthesize previously published reports about the experiences of caregivers during the COVID-19 pandemic into one comprehensive and accessible summary report
- Facilitate focus groups with medical professionals, analyze qualitative findings using ATLAS.ti, and author summary report

Liberty Hill Foundation | Organizational Coaching

- Provide capacity building activities to emerging nonprofit focused on advocacy for tenants in Long Beach CA
- Equip organization with skills to create equitable and inclusive job descriptions, implement equitable performance evaluation process, and develop strategic plan

U.S. Forest Service | DEI Technical Assistance

- Support organizational diversity, equity, inclusion, and anti-racism efforts as needed, including strategic plan management, document review, and ad hoc consultation
- Lead “DEI: The Basics”, “From Ally to Anti-Racist”, and “Leading & Collaborating with Diversity, Equity, and Inclusion Principles” virtual workshops for incoming staff

Voters Not Politicians | 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
- Support implementation of strategic plan, including co-development of recruitment and retention strategies, survey data analysis, and diversity, equity, inclusion, and anti-racism education
- Facilitate virtual dialogues about racism and discrimination in participants' personal and professional lives

International Rescue Committee | Educational Workshops

- Lead "Unconscious Biases", "From Ally to Anti-Racist", and "Leading & Collaborating with Diversity, Equity, and Inclusion Principles" virtual workshops for refugee resettlement service providers

Casey Family Programs | 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 analysis of interviews with stakeholders

U.S. Forest Service | Educational Workshops and Strategic Planning

- Lead "Unconscious Biases", "From Ally to Anti-Racist", and "Leading & Collaborating with Diversity, Equity, and Inclusion Principles" virtual workshops for international office
- Lead strategic planning session with management to outline DEI goals

Spark Learning for Organizations | Organizational Readiness for Implementing Best Practices in Child Welfare Data

- Conduct 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 | 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 research brief and co-author research brief

Casey Family Programs | Racial Equity in Child Welfare Data

- Lead exploratory research on applying a racial equity lens to child welfare data collection and interpretation
- Develop interview protocol; interview stakeholders across various fields; synthesize and disseminate findings via virtual conference presentation and research brief

ReadMe.io Co. | Educational Workshop

- Lead "Unconscious Biases" virtual workshop for tech company

Chapin Hall at the University of Chicago | Group Facilitation (pro bono)

- Facilitate virtual dialogues about racism and discrimination in participants' personal and professional lives

**PREVIOUS
EXPERIENCE**

OCT 2017 – DEC 2020

Associate Policy Analyst | Chapin Hall at the University of Chicago | Chicago IL

- Conduct qualitative research to identify the diversity, equity, and inclusion needs of a national fellowship network; tasks included co-developing interview protocols, interviewing study participants, and analyzing findings using ATLAS.ti
- Lead development of online course aimed at increasing cultural humility among service providers
- Build capacity within workgroup's data analytic activities

Coordinator of Research Support

- Create and coordinate grant proposal process for researchers and policy analysts
- Review and edit technical reports and presentations before public dissemination
- Founding Co-Chair of the Culture and Climate Committee

FEB 2015 – JULY 2017

Continuum of Care Coordinator | Northern Shenandoah Valley Regional Commission | Front Royal VA

- Facilitate capacity building within collaboration of stakeholders focused on preventing and ending homelessness in the Shenandoah Valley
- Manage U.S. HUD grant application process; requests totaling \$750,000+
- Evaluate and create organizational policies and procedures
- Research local and federal guidelines to ensure program compliance
- Manage public relations through website, social media, and local media outlets

JAN 2014 – DEC 2014

Planner | Travis County Health & Human Services, Research & Planning Division | Austin TX

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

EDUCATION

University of Denver, *Continuing Education*

- Courses completed: Fundamentals of Organizational Development; Evaluate and Sustain Change; Leading Strategic Planning in Organizations

University of Texas, M.S. *Social Work*

- Concentration: Community & Administrative Leadership

University of Michigan, B.A. *Psychology*

PRESENTATIONS

American Academy of Pediatrics Annual Leadership Conference, Aug 2022

- “How to Apply a DEIA Lens to Your Strategic Plan”; detailed guidance on how to incorporate diversity, equity, inclusion, and antiracism into every step of the strategic planning process

Building Healthy, Strong Communities: University of Michigan SSW; May 2022

- “Social Work & Entrepreneurship”; discussion about business ownership as a career path for social workers

CQI Statewide Conference for Child Welfare and Probation; Mar 2022

- “Racial Equity and CQI in Practice”; the application of racially equitable and culturally appropriate practices to the collection and interpretation of child welfare data

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 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 Latine 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

Caregiving in the Context of COVID-19: Year One Summary Report

- Detailed experiences of those who parent and care for children during the COVID-19 pandemic; available [here](#)

Recommendations for Elevating Diversity, Equity, and Inclusion in A Professional Network

- Recommendations for how a national fellowship network can incorporate DEI principles; available [here](#)

Equity Indexes in Child Welfare

- Exploratory research on the application of racial equity to the collection and interpretation of child welfare data; available [here](#)

Evaluation of the Forward Promise Initiative

- Highlights of technical assistance provided to an organization focused on Boys and Young Men of Color; available [here](#)

Community Planning Groups: Exploratory Research

- The role of community planning groups and intermediaries in Travis County TX; available [here](#)

Focus on Older Adults in Travis County

- Snapshot demographic data of adults aged 65 years and older in Travis County TX; available [here](#)

SERVICE

University of Michigan School of Social Work – Field Instructor; 2022-Present

Coalition of Black Social Workers – Member; 2020-Present

Network for Social Work Management – Member; 2019-Present

New Leaders Council – Fellow; 2021

Network for Social Work Management – Policy Fellow; 2020

Winchester City Sheriff's Office Foundation – Board Member; 2016-17

National Association of Social Workers – Member; 2014-16

Reviewer

- Scholarship applications for the Coalition of Black Social Workers; 2022
- 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