

# Erin Devorah Carreon

219.576.4682 ecarreon@uchicago.edu

## Curriculum Vitae

### Research Interests

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- Mechanisms and structures through which job quality--especially wages, autonomy, and schedule control--are stratified by worker gender, race, and class, especially in reproductive labor and care work.
- Strategies to improve job quality and reduce stratification, through collective action, governance structures, public policy, and employer practices.

### Research Skills

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- Mixed methods study design, data collection and analysis
- Writing to various audiences, including academics, practitioners, policymakers, public and private funders, and other decision makers
- Project management, including developing timelines, managing data, facilitating project meetings, cultivating relationships, drafting Institutional Review Board submissions, and training research assistants
- Proficiency in Microsoft Word, Excel, Powerpoint, Atlas.ti, Dedoose, SPSS, Stata, Aura, Tableau, and Adobe Photoshop.
- Classroom Observation Certifications
  - Teachstone CLASS (Classroom Assessment Scoring System) for Grades K-3
  - CHILD (Climate of Healthy Interactions for Learning & Development) for early childhood education

### Education

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Present	PhD Student, <i>University of Chicago</i> , Chicago, Illinois Crown Family School of Social Work, Policy, and Practice (Formerly School of Social Service Administration (SSA))
June 2013	A.M., <i>University of Chicago</i> , Chicago, Illinois School of Social Service Administration (SSA) Social Administration Concentration
May 2009	B.A., <i>University of British Columbia</i> (UBC), Vancouver, British Columbia Major: Latin American Studies Minor: Sociology
	<u>Terms abroad:</u>
	January-May 2007 <i>UBC, San Cristóbal de las Casas, Chiapas, Mexico</i>
	May-August 2008 <i>North Carolina State University Ethnographic Field School, San Juan la Laguna, Sololá, Guatemala</i>

## Overview of Relevant Positions

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2021-present	Researcher, <i>Chapin Hall at the University of Chicago</i> , Chicago, IL
2018-2021	Associate Researcher, <i>Chapin Hall at the University of Chicago</i> , Chicago, IL
2015-2018	Project Associate, <i>Chapin Hall at the University of Chicago</i> , Chicago, IL
2014-2018	Project Manager, <i>SSA, University of Chicago</i> , Chicago, IL
2014-2015	Temporary Research Assistant, <i>Chapin Hall at the University of Chicago</i> , Chicago, IL
2013-2014	South Texas Social Worker, <i>The Young Center for Immigrant Children's Rights</i> , Harlingen, TX
2012-2013	Graduate Intern, <i>The Young Center for Immigrant Children's Rights</i> , Chicago, IL
2011-2013	Graduate Research Assistant, <i>SSA, University of Chicago</i> , Chicago, IL
2011-2012	Graduate Research Assistant, <i>Illinois Department of Children and Family Services, Office of the Inspector General</i> , Chicago, IL
2011-2012	Graduate Intern, <i>National Able Network</i> , Chicago, IL
2010	Youth Worker, <i>Gibsons &amp; Area Community Center</i> , Gibsons, British Columbia
2007-2009	Student Research Assistant, <i>UBC</i> , Vancouver, British Columbia

## Chapin Hall Research Projects

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2020-2022	Associate Researcher, <i>Formative Evaluation of the Home Visiting for Homeless Families Project</i> (PI: Amy Dworsky) Scheduled and conducted interviews with home visiting and homeless service providers, wrote a literature review, analyzed administrative data, collected and analyzed qualitative semi-structured interviews with parents and home visitors.
2020-2021	Associate Researcher, <i>Pre-Family First Home Visiting Referral &amp; Enrollment Study</i> (PI: Amy Dworsky) Scheduled, conducted, and analyzed interviews with key stakeholders for this study of Illinois DCFS-home visiting referral processes and preparation for the Family First Prevention Services Act.
2020-2021	Associate Researcher, <i>Runaway and Homeless Youth Training and Technical Assistance Center Pandemic Workshop</i> (PI: Matthew Morton) Chapin Hall led a virtual workshop and four breakout sessions with leaders and staff from programs serving runaway and homeless youth from across the country at a national training event hosted by the federal Family and Youth Services Bureau. The breakout discussions focused on programs' experiences with serving youth during the COVID-19 pandemic. Submitted IRB protocol, planned breakout sessions, coordinated note-takers, analyzed notes, and wrote technical report.
2019-2021	Associate Researcher, <i>Upstream</i> (PIs: Melissa Kull & Forrest Moore) Analyzed survey data using Stata for this system-level approach to prevent youth homelessness and school dropout through early identification and service coordination. Contributed to brief written report of results for each participating school.
2019-2020	Associate Researcher, Co-PI, <i>Informing Community Strategies for Addressing Rural Youth Homelessness</i> (PIs: Matthew Morton & Erin Carreon) Led qualitative study to understand the unique challenges that rural communities in the U.S. face in addressing youth homelessness, how they are responding to those challenges, and opportunities to strengthen service delivery models in these contexts. Developed sampling strategy and obtained IRB approval. Recruited participants and conducted virtual focus groups.

Trained and supervised graduate student intern. Led the qualitative analysis process and wrote the final report. Presented report findings at an online launch event hosted by National Network for Youth.

- 2019-2020 Associate Researcher, *Cash Transfers for Youth Empowerment, Phase 1* (PI: Matthew Morton)  
Interviewed stakeholders and analyzed qualitative data. Led a rapid review of cash transfers literature for a formative research study to inform the design and delivery of a cash transfers and support program for youth experiencing homelessness in New York City. Contributed to methods and findings sections of the written report.
- 2018-2020 Associate Researcher, *How Child Care and Early Education Supply in Chicago Shapes Latino Parents' Child Care Decisions* (PIs: Julia Henly, Julie Spielberger, & Marci Ybarra)  
Recruited PIs and together conceptualized study to compare the child care decision making processes and motivations of Latinx parents in Chicago communities with varying densities of formal child care arrangements. Contributed to successful research proposal. Managed project and cultivated relationships with external partners. Contributed to analytic sample design and interview protocols. Collected data and managed team analytic process. Contributed to written products and presentations.
- 2018-2020 Associate Researcher, *Mental Health Consultation Initiative* (PI: Julie Spielberger)  
Collected and analyzed qualitative data for an evaluation of an initiative to increase the frequency and improve the quality of mental health consultation in early childhood classrooms. Completed CHLD classroom observation training and reliability testing and conducted CHLD classroom observations in Peoria and Chicago. Also conducted semi-structured interviews with teachers and home visitors. Analyzed interviews with home visitors and contributed to report section on diversity, equity, and inclusion.
- 2018-2020 Associate Researcher, *City of Chicago Early Childhood Data and Systems Assessment Project* (PI: Emily Wiegand)  
Contributed to interview and focus group protocol development and conducted interviews and focus groups with city stakeholders, frontline staff at early education centers, and parents. Contributed to qualitative data analysis and report writing. Participated in meetings with the Department of Family and Support Services and the Mayor's Office.
- 2019 Associate Researcher, *Understanding the Impacts of the Pre-K to Kindergarten Transition Project* (PI: Angeline Spain)  
Developed interview protocol and completed interviews with school principals and teachers in Chicago's Altgeld-Riverdale community. Analyzed data and wrote qualitative methods and findings sections of the final report.
- 2018-2019 Associate Researcher, *Chicago Young Parents Program* (PI: Wladimir Zanoni)  
Contributed to writing final report for quasi-experimental impact study of a two-generation program serving young mothers (under age 25) and their children (under age 6). Ensured analyses were completed and data was reported according to guidelines of the federal grant template.
- 2018-2019 Associate Researcher, *Ready to Learn: Early Childhood Workforce* (PI: Wladimir Zanoni)  
Provided project management and research support to an analysis of the early childhood education workforce in Chicago and the opportunities for educational advancement and

workforce development. Wrote literature review on evidence base for early childhood education credentialing. Cleaned and analyzed administrative data using Stata.

- 2017-2019 Associate Researcher, *Altgeld-Riverdale Early Learning Initiative Study* (PI: Deborah Daro)  
 Provided research support to the evaluation of an Early Learning Coalition and an adolescent parenting program. Completed interviews with pregnant and parenting adolescents and Coalition members. Analyzed survey data and interviews, synthesized findings, and wrote a findings section in the final report. Attended monthly Coalition meetings and developed relationships with Coalition members and funders.
- 2018 Associate Researcher, *Youth Homelessness System Assessment for New York City* (PI: Matthew Morton)  
 Programmed and administered a rapid online survey of community based organizations using RedCap and analyzed survey data. Drafted report sections on survey methods and findings.
- 2016-2017 Project Manager, *Emerson Collective Study of One Summer Chicago Summer Youth Employment Program* (PI: Jiffy Lansing)  
 Managed qualitative study on the components and processes associated with Chicago's summer youth employment programs. Contributed to study design and development of interview protocols. Conducted interviews with key stakeholders. Completed observations of worksites and program events as well as interviews with youth and their supervisors. Managed and analyzed qualitative data. Tracked team progress and managed timelines. Wrote the methods and findings section of the final report and contributed to presentations.
- 2015-2017 Project Manager, *Evaluation of the North Lawndale Reads Initiative* (PI: Lauren Rich)  
 Provided project management, research, and administrative support to the implementation of a mixed-methods evaluation of a comprehensive early literacy initiative in four Chicago elementary schools. Completed certification in the Teachstone CLASS classroom observation coding for grades K-3 and completed observations. Coordinated regular data collection from six partner agencies and four schools. Created graphs and tables for reports. Developed relationships with external partners and funders.
- 2016 Project Associate, *City Year Evaluation* (PI: Lauren Rich)  
 Provided research and administrative support to a mixed-methods evaluation of a program in Chicago Public Schools designed to improve student academics, attendance, and behavior. Coded qualitative data and provided support for data management and team coding in Atlas.ti.
- 2015-2016 Project Associate, *Getting Inside the B.A.M. Black Box: Eliciting Key Mechanisms of "Becoming a Man" in Chicago Public Schools* (PI: Jiffy Lansing)  
 Provided research and administrative support to the implementation of a qualitative study of the components and processes associated with an in-school skills-building intervention designed by Youth Guidance to foster positive development for male high school students at risk of academic failure in Chicago Public Schools. Conducted interviews. Managed qualitative data and team coding processes using Atlas.ti. Contributed to written reports and presentations.
- 2015 Project Associate, *Resilience & Voice Project* (PI: Lauren Rich)  
 Provided research and administrative support in the implementation of a mixed-methods study designed to evaluate a program seeking to improve school climate. Observed and took field

notes at focus groups. Transcribed and coded interviews. Assisted with analysis of qualitative data. Proofed reports.

- 2015 Project Associate, *Evaluation of the Elev8 Chicago Initiative* (PI: Lauren Rich)  
 Provided research and administrative support in the development and implementation of a mixed-methods study designed to evaluate Elev8, a community-school partnership that aimed to improve outcomes for middle school students. Assisted with development of interview protocol. Completed interviews with 7<sup>th</sup>- and 8<sup>th</sup>-grade students. Assisted with development of coding schemes and literature review.
- 2014-2015 Research Assistant, *Milgrom Teacher Perceptions* (PIs: Lauren Rich & Margaret Spencer)  
 Transcribed interviews with teachers for a study investigating how middle school teachers perceive the nature of their differences and similarities with their students.

## SSA Research Projects

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- 2018 Project Manager, *Scheduling Legislation Evaluation* (PIs: Susan Lambert & Anna Haley)  
 Provided project management and research support to examine how the Seattle Secure Scheduling Ordinance was implemented in retail stores and restaurants in order to inform development of work hour standards in hourly jobs. Contributed to the development of interview protocols and conducted and analyzed interviews with store managers in Seattle.
- 2015-2018 Project Manager, *The Stable Scheduling Study* (PIs: Joan Williams, Susan Lambert, and Saravanan Kesavan)  
 Managed Chicago research team for mixed-methods research project aiming to develop strategies for increasing the stability of low-income retail workers' schedules while also meeting business goals. Contributed to design of interview and survey protocols, drafted IRB amendments and created consent forms. Administered interviews and surveys. Trained store leadership teams and associates on scheduling interventions. Led focus groups with associates and trained research assistants in focus group facilitation and interview techniques. Developed relationships with external partners. Managed field data and team analytic process using Survey Monkey and Dedoose. Led weekly field team meetings. Used Stata to analyze quantitative survey data. Contributed to written report.
- 2013 Graduate Research Assistant, *Racial Wage Inequality in Chicago and Los Angeles* (PI: Virginia Parks)  
 Outlined a report on racial wage inequality in Chicago and Los Angeles in 2012. Created and designed tables and graphs using Microsoft Excel, SPSS, and Adobe Photoshop. Attended Edward Tufte's Data Visualization course.
- 2013 Graduate Research Assistant, *Work Scheduling Study* (PIs: Susan Lambert & Julia Henly)  
 Compiled publicly available unemployment data from the Bureau of Labor Statistics for a multi-component case study examining work scheduling practices and their consequences.
- 2011-2013 Graduate Research Assistant, *Contexto Latino* (PI: Alida Bouris)  
 Transcribed and coded Spanish and English interviews with Latino immigrant men who have sex with men about their identities, relationships, and families.

## Other Research Experience

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- 2011-2012      Research Assistant (Supervisor: Lisa Coconato)  
*Illinois Department of Children and Family Services, Office of the Inspector General, Chicago, IL*  
 Reviewed, analyzed, and summarized data from the Illinois Department of Children and Family Services (DCFS) database. Completed an assessment of the Chicago Parenting Assessment Teams and DCFS caseworker follow-through of their recommendations. Reviewed child death cases and wrote closing summaries.
- 2010              Research Assistant (Supervisor: Christine Marlow)  
*Research methods for generalist social work* (5<sup>th</sup> ed.). Pacific Grove, CA: Brooks Cole.  
 Wrote summaries to illustrate various research models for each chapter of this textbook. Drew upon international examples of current and diverse research models in the social sciences in order to select studies to highlight.
- 2007-2009      Student Research Assistant (Supervisor: Catherine Anne Cameron)  
*University of British Columbia, Vancouver, British Columbia*  
 Examined patterns in resiliency in displaced youth in an international qualitative cross-cultural research study. Interviewed children and adolescents, assisted in development of coding schemes, kept field notes, performed data entry, and transcribed interviews.
- 2008              Undergraduate Student (Professor: Tim Wallace)  
*North Carolina State University Ethnographic Field School, San Juan la Laguna, Sololá, Guatemala*  
 Attended ethnographic field school in Guatemala. Stayed with a family for 10 weeks in a small community where I was the only student. Convened with class in a nearby town. Completed original and independent research on forms of feminism expressed by the young women in the community. The resulting paper was selected for presentation and well-received at the Society for Applied Anthropology national academic conference.
- 2008              Undergraduate Student (Professor: Pilar Riano)  
*America Latina al Día, Vancouver, British Columbia.*  
 Engaged in Community-Based Participatory Action Research with a bilingual public affairs radio cooperative. Worked with cooperative members to develop survey and collect audience data and presented and discussed results in both Spanish and English on the radio.

## Publications and Presentations

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### Op-Eds

- Carreon, E. D.**, Pacheco-Applegate, A., & Coffman, V. (2021). COVID-19 burdens child care deserts. Chicago Sun-Times. [COVID-19 burdens 'child care deserts' - Chicago Sun-Times \(suntimes.com\)](https://www.suntimes.com/story/news/2021/05/11/covid-19-burdens-child-care-deserts/7111111002/)

### Technical Reports

- Spain, A. K., Pacheco-Applegate, A., **Carreon, E. D.**, Wiegand, E. R., & Schlecht, C. (2021). *Applying to Chicago's public early learning programs: Parent experiences in Little Village*. Chicago, IL: Chapin Hall at the University of Chicago.
- Spielberger, J., Burkhardt, T., Winje, C., Pacheco-Applegate, A., Gitlow, E., **Carreon, E. D.**, Huang, L. A., Herriott, A., & Kakuyama-Villaber, R. (2021). *Evaluation of the Illinois Model of Infant and Early Childhood Mental Health Consultation Pilot*. Chicago, IL: Chapin Hall at the University of Chicago.

- Carreon, E. D.**, Morton, M. H., Farrell, A. F., & Moore, F. (2021). *Unprecedented Times: How Runaway & Homeless Youth Programs Support Youth Well-Being in and Beyond the Pandemic: Brief Findings from a 2020 RHYTTAC National Training Session*. Chicago, IL: Chapin Hall at the University of Chicago.
- Pacheco-Applegate, A., **Carreon, E. D.**, Ellis, E., Thomas, W. C., Henly, J., Spielberger, J., & Ybarra, M. (2020). Finding childcare in two Chicago communities: The voices of Latina mothers. Chicago, IL: Chapin Hall and the School of Social Service Administration at the University of Chicago.
- Carreon, E. D.**, Brodie, J. & Morton, M. H. (2020). Challenges and opportunities in addressing rural youth homelessness: Focus groups with young adults and other stakeholders. Chicago, IL: Chapin Hall at the University of Chicago. Summary and report available at:
- Morton, M. H., Chavez, R., Kull, M. A., **Carreon, E. D.**, Bishop, J., Daferede, S., Wood, E., Cohen, L., & Barreyro, P. (2020). *Developing a direct cash transfer program for youth experiencing homelessness: Results of a mixed methods, multi-stakeholder design process*. Summary and report available at: <https://www.chapinhall.org/research/direct-cash-transfers-program-can-help-youth-sustainably-exit-homelessness/>
- Spain, A.K., Wiegand, E., **Carreon, E. D.** & Winje, C. (2020). Chicago's early learning data system: Frontline user experiences. Chicago, IL: Chapin Hall at the University of Chicago.
- Spielberger, J.S., Gallagher, A., Pacheco-Applegate, A., **Carreon, E. D.**, Klein, J., Zaroni, W., Miller, N., & Farrell, A.F. (2019). Chicago, Ready to Learn: An analysis of the early care and education workforce. Chicago, IL: Chapin Hall at the University of Chicago.
- Kull, M. A., Morton, M. H., Patel, S., Curry, S., & **Carreon, E. D.** (2019). *Missed opportunities: Education among youth and young adults experiencing homelessness in America*. Chicago, IL: Chapin Hall at the University of Chicago. Summary and report available at: <https://www.chapinhall.org/research/education-youth-homelessness/>
- Burkhardt, T., Dasgupta, D., Schlecht, C., **Carreon, E. D.**, & Pacheco-Applegate, A. (2019). *Chicago Young Parents Program evaluation: Implementation evaluation and follow-up study*. Chicago, IL: Chapin Hall at the University of Chicago. Summary and report available at: <https://www.chapinhall.org/research/cypp-final-report/>
- Morton, M., Kull, M., Chávez, R., Chrisler, A., **Carreon, E. D.**, & Bishop, J. (2019). A youth homelessness system assessment for New York City. Chicago, IL: Chapin Hall at the University of Chicago. Summary and report available at: <https://www.chapinhall.org/research/assessment-of-new-york-citys-homelessness-system-reveals-opportunities-and-challenges-to-meet-youths-needs/>
- Zaroni, W., Gjertson, L., & **Carreon, E. D.** (2019). The evaluation of the Chicago Young Parents Program in Chicago, Illinois. Chicago, IL: Chapin Hall at the University of Chicago.
- Williams, J. C., Lambert, S. J., Kesavan, S., Korn, R. M., Fugiel, P., **Carreon, E. D.**, Bellisle, D, Jarpe, M., & McCorkell, L. (2019). Stable Scheduling Study: Health outcomes report. San Francisco, CA: Worklife Law, University of California Hastings College of the Law. Summary and report available at: <https://worklifelaw.org/projects/stable-scheduling-study/stable-scheduling-health-outcomes/>
- Lansing, J., **Carreon, E. D.**, & Schlecht, C. (2018) Using qualitative research to uncover the mechanisms of One Summer Chicago: What makes summer youth employment programs meaningful for youth. Chicago, IL:

Chapin Hall at the University of Chicago. Summary and report available at:  
<https://www.chapinhall.org/research/one-summer-chicago/>

Burkhardt, T., Huang, L.A., **Rapoport, E. D.**, & Schlecht, C. (2018). Altgeld-Riverdale Early Learning Initiative evaluation final report. A report to Business and Professional People for the Public Interest (BPI). Chicago, IL: Chapin Hall at the University of Chicago. Summary and report available at:  
<https://www.chapinhall.org/research/altgeld-riverdale-evaluation/>

Williams, J.C., Lambert, S.J., Kesavan, S., Fugiel, P., Ospina, L.A., **Rapoport, E. D.**, Jarpe, M., Bellisle, D., Pendem, P., McCorkell, L., & Adler-Milstein, S. (2018). Stable scheduling increases productivity and sales. San Francisco, CA: Worklife Law, University of California Hastings College of the Law. Summary and report available at: <https://worklifelaw.org/projects/stable-scheduling-study/report/>

Lansing, J., & **Rapoport, E. D.** (2016). Bolstering belonging in B.A.M. and beyond: Youth Guidance's Becoming a Man (B.A.M.) program components, experiential processes, and mechanisms. A report to Youth Guidance. Chicago, IL: Chapin Hall at the University of Chicago. Summary and report available at:  
<https://www.chapinhall.org/research/what-makes-the-becoming-a-man-program-successful/>

#### Journal Articles

**Rapoport, E. D.** (2014). The politics of disinvestment and development in Gary, Indiana. *The Advocates' Forum*, 20-26. Chicago, IL: The University of Chicago School of Social Service Administration. Available at:  
<https://ssa.uchicago.edu/politics-disinvestment-and-development-gary-indiana>

#### Academic Conference Presentations

**Carreon, E.D.**, Pacheco-Applegate, A., Spielberger, J., & Thomas, W.C. (2021, January). Latinx mothers' perceptions of child care supply in two Chicago communities. In J. Henly (Chair), *The changing context of early care and education for Latinx families*. Symposium conducted at the 25th meeting of the Society for Social Work and Research.

Pacheco-Applegate, A., **Carreon, E. D.**, & Spielberger, J. (2021, January). Understanding the educational and professional development needs of the early care and education workforce. In J. Henly (Chair), *The changing context of early care and education for Latinx families*. Symposium conducted at the 25th meeting of the Society for Social Work and Research.

Burkhardt, T., Huang, L. A., **Carreon, E. D.**, & Schlecht, C. (2019). Coming together to promote healthy child development: Evaluation of a community coalition. Presentation at the *2019 Prevent Child Abuse America National Conference*, Milwaukee, WI, September 2019.

**Carreon, E. D.**, Lansing, J., & Schlecht, C. (2018). Summer jobs programming, young workers, and their family responsibilities and support. Paper presented at the *2018 Work and Family Researchers Network Conference (WFRN)*, Washington, D.C., June 2018.

**Carreon, E. D.** (2018). Millennials in retail: They're not just working for beer money. Part of the symposium: Improving work schedules in hourly retail jobs: Business and employee outcomes from a randomized experiment. Paper to be presented at the *2018 Work and Family Researchers Network Conference (WFRN)*, Washington, D.C., June 2018.

**Rapoport, E. D.**, Schlecht, C., & Lansing, J. (2017). More than Just a Paycheck and a Safe Place to Be: How summer youth employment programming helps emerging adults shape their own trajectories. Poster



presented at the *8th biennial conference of the Society for the Study of Emerging Adulthood (SSEA)*, Washington, D.C., November 2017.

Bouris, A., **Rapoport, E. D.**, Dekleva, A., Acosta, S., & Perez, B. (2013). Familial, social and cultural influences on HIV risk and prevention among Latino men who have sex with men. Presentation at the *Society for Social Work and Research 17th Annual Conference*, San Diego, CA, January 2013.

**Rapoport, E. D.** and Ge, L. (2013). Is Gary getting its fair share? Gary Urban Revitalization Practicum presentation to Mayor Richard M. Daley and Mayor Karen Freeman-Wilson, Chicago, IL, June 2013.

**Rapoport, E. D.** (2009). Ru'kotz'i'j Tinaamit, Forms of feminism and youth development at a Mayan beauty pageant in San Juan la Laguna. Presentation at the *69th Annual Meeting for the Society for Applied Anthropology*, Santa Fe, NM, March 2009.

## Practice Experience

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- 2013-2014      South Texas Social Worker  
*The Young Center for Immigrant Children's Rights*, Harlingen, TX  
 Built strong relationships with children, families, volunteers, and key stakeholders. Served as Child Advocate (guardian *ad litem*) to unaccompanied immigrant children in federal detention and post-release, including visiting assigned children weekly, accompanying children to court hearings, supporting parents in their reunification efforts, and writing best-interest letters to decision makers. Recruited 30 new volunteer Child Advocates and coordinated and presented at a two-day intensive volunteer Child Advocate training. Coordinated continuing education training for current volunteers. Connected released children and families to social services across the nation.
- 2012-2013      Graduate Intern  
*The Young Center for Immigrant Children's Rights*, Chicago, IL  
 Served as Child Advocate, including visiting assigned children weekly, accompanying children to court hearings and writing best-interest letters to decision makers. Conducted audits of cases and referral forms to determine whether information provided on referral forms was a predictor of the level of involvement required by a child's case. Wrote solicitation letters for annual benefit sponsorships and silent auction donation items.
- 2011-2012      Graduate Intern  
*National Able Network*, Chicago, IL  
 Completed intake assessments, referrals, and case management services at a workforce development agency. Assisted in creating a new database for tracking clients. Researched and presented on workforce development best practices.
- 2009              Youth Worker  
*Gibsons & Area Youth Center*, Gibsons, British Columbia  
 Supervised a free afterschool and weekend drop-in center and safe space for youth ages 13-18. Coordinated activities and connected youth to supports and other resources. Led a Thrill the World dance class and field trip to participate in the annual Thrill the World event, which seeks to break world records in the most people doing Michael Jackson's Thriller dance at the same time around the world.