

KATHY LOPES, LICSW

PROFILE

Licensed Clinical Social Worker and Educator with administrative and clinical experience in education, mental health, government, & non-profit sectors. Strong background in racial & gender equity, social welfare policy and advocacy. Training and facilitation experiences include a longstanding adjunct professorial role and public speaker on topics of cultural humility, antiracism and social justice.

EDUCATION

Master of Social Work, May 2005
Simmons College, Boston, MA

Bachelor of Arts, May 2001
University of Massachusetts, Amherst, MA
Major: *Sociology*; Minor: *Political Science*

CERTIFICATION

Licensed Independent Clinical Social Worker (LICSW), May 2009 - Present
Board of Registration of Social Workers, MA

Strategic Leadership for Women, September 2018
Simmons School of Business, Boston, MA

ADMINISTRATIVE/MANAGERIAL EXPERIENCE

Director of Diversity, Equity & Inclusion **July 2020 – Present**
Newton Public Schools District, Newton, MA

- Serve as the first Diversity, Equity and Inclusion Director in the 9th largest public school district in MA, comprising 23 schools and a student population of over 12,000.
- Provide oversight and consultation to district leadership, staff, parents, and community members to enhance capacity to address racial incidents and create more inclusive environments through policy revision, organizational planning, community partnership. and trainings/workshops related to anti-racist practices and culturally-responsive instruction.

Director of Diversity, Equity & Inclusion **January 2019 – December 2019**
Metropolitan Council for Educational Opportunity, Inc. (METCO), Boston, MA

- Selected as the first Diversity, Equity and Inclusion at METCO Headquarters to support the program's 54 years of history, METCO staff, and all 33 school district partners across the state of MA.

Assistant Commissioner **May 2016 – January 2019**
Massachusetts Department of Children & Families, Boston, MA

- Appointed by the Commissioner to provide direct oversight of administrative, operational, clinical, political and interpersonal system development for Foster Care, Adoption, Recruitment, and Adolescent Services divisions in the state of Massachusetts.

Director of Academic Services Center **August 2013 – May 2016**
Simmons College Graduate School of Social Work, Boston, MA

- Effectively managed all functions and services of the Academic Services Center which included advising and placement preparation for first-year students, identification and provision of academic resources, and overseer of SSW student affinity groups and organizations.

Program Manager - Community Service Agency (CSA) **June 2010 – January 2013**
Massachusetts Society for the Prevention of Cruelty to Children (MSPCC), Boston, MA

- Oversaw clinical, administrative and programmatic functions, including direct supervision of program supervisors and clinicians, coordination of trainings/professional development, data collection/report preparation and management of budget, hiring, and regulation compliance.

CLINICAL EXPERIENCE

School-Based Clinician/Program Analyst March 2008 - June 2010
Office of the Deputy Mayor for Education-DC START, Washington, DC

School Social Worker/Student Support Team Coordinator July 2006 - March 2008
Booker T. Washington Public Charter School for Technical Arts, Washington, DC

School Social Worker - Graduate Intern September 2004 - June 2005
Madison Park Technical Vocational High School, Boston, MA

Social Worker - Adolescent Unit July 2001 - August 2004
Massachusetts Department of Children & Families - Dimock St, Boston, MA

EDUCATOR/FACILITATOR EXPERIENCE

Founder & Principal January 2020 - Present
inKLusion Consulting, LLC www.inklusionconsulting.com
inKLusion Consulting offers Diversity, Equity, and Inclusion support services primarily to educational and mental health organizations, with a goal to create long-term, cultural shifts that promote a welcoming community where all staff, students, clients, and families feel a sense of belonging.

Adjunct Faculty June 2011 - Present
Simmons College Graduate School of Social Work, Boston, MA

Courses:

- * Urban Leadership in Action for Social Work Practice
- * Dynamics of Racism & Oppression
- * Political Action & Strategies for Professional Social Workers
- * Social Policy and Services

Guest Lecturer
Salem State University, Salem, MA 2019 - Present
Bridgewater State University, Bridgewater, MA 2017 - Present
Boston College, Chestnut Hill, MA 2014 - Present

KEYNOTE PRESENTATIONS

- **Supporting Students through Inclusive Practice Policies, 2022**
Virginia Department of Education - School Psychology and School Social Work Symposium
- **Antiracist Practice Principles for School Social Workers, 2021**
NASW-MA School Social Work Conference
- **Finding Your Voice, 2021**
MIAA/MSAA - Diversity, Equity and Inclusion Summit
- **My Social Work Story: Social Action in Racial, Ethnic and Educational Equity, 2019**
Simmons School of Social Work - Alumni Speaker Series
- **The Time is Now: Social Workers as Leaders, Advocates and Champions, 2018**
Massachusetts Chapter of NASW - Legislative Education and Advocacy Day (LEAD)
- **How Social Work Found Me, 2015**
Simmons College - B.S.W. Pinning Ceremony

PUBLICATIONS

Lopes, K. and Turner, H. J. (2022). *Change the Narrative: How to Foster an Antiracist Culture in Your School*. San Diego, CA. Dave Burgess Consulting, Inc..

Lopes, K. (2019). Social Work Insights: Kathy Lopes on Social Work Policy [Streaming video]. Retrieved from SAGE Video:

<http://sk.sagepub.com/video/skpromo/9fzkDV/social-work-insights-kathy-lopes-on-social-work-policy>

Lopes, K. (2012). Care Coordination for the Well-Being of Children. In E. Clark & E. Hoffer (Eds.), *Social Work Matters: The Power of Linking Policy & Practice* (pp. 69-73). Washington, DC: NASW Press.

AWARDS & ACKNOWLEDGMENTS

Social Worker of the Month, March 2019
Cape Verdean Social Workers Association, Boston, MA

Justice for Victims of Crime Award, March 2010
U.S. Department of Justice, Washington, DC

Minnie Kelly Recent Graduate Award, April 2008
Simmons College SSW Alumni Association, Boston, MA

LANGUAGES

Fluent in Cape Verdean Creole; Intermediate Spanish

AFFILIATIONS

National Association of Black Social Workers - Greater Boston Chapter President (2020-Present)
**Simmons Faculty Advisor (2013-2016); *Simmons Chapter Secretary (2004-2005)*

National Association of Social Workers - Massachusetts Chapter Member (2004-Present)
**National Committee on Women's Issues (2017-2022)*

National Association for the Advancement of Colored People - Boston Chapter Member
(2018-Present)

Simmons College SSW Alumni Board (2010-2013)
**Vice President (2012-2013)*