



Darlyne Bailey, M.S., Ph.D. (she/her)

Professor and Dean Emeritus of the Graduate School of Social Work and Social Research (GSSWSR) of Bryn Mawr College, Founder and Executive Director of the Social Justice Initiative, and Special Assistant to the President for Community Partnerships

Dr. Darlyne Bailey is the Founder and Executive Director of the Social Justice Initiative, the SJI, the organization she envisioned and launched in 2017 when she stepped aside after 8 years of the honor of serving as the GSSWSR Dean at Bryn Mawr College. Committed to utilizing individual, organizational, and community-level knowledge and skills to co-create socially-just multiculturally equitable systems of authenticity, curiosity, and possibility, Darlyne describes the SJI as her “dream come true of making meaning ‘full’ connections guided by love.”

For 7 years, the SJI has been deeply engaged in forming partnerships with others to live its mission to “co-create space and dedicate time for dialogue, reflection, relationship-building, and action to dismantle the structures and systems of injustice that perpetuate social inequities and disparities, honoring inherent interconnections and interdependencies.” As Darlyne’s mentor and dear friend, visionary Frances Hesslebein lovingly said, the SJI had committed to undertaking a huge, heavy, and courageously critical lift.

Darlyne’s own Life journey continues to be one of many significant lifts, and as a “first.” Since becoming the first-born child of Iris and Arthur Bailey in Harlem, NY, she and her sister were raised in Englewood, NJ, one of the first cities in the USA to racially desegregate its neighborhoods and schools. Darlyne was the first in her Family to get an academic high school degree, and in 1970 was in the first group of 123 women freshmen to enter Lafayette College in Easton, Pa. Among those women 11 identified as Black.

Upon graduation Darlyne attended Columbia University School of Social Work in NY, after which she used her soon licensed degree as a clinical Social Worker and Marriage and Family Counselor to join the Essex County Child Guidance Center in East Orange, NJ. Serving children and adults individually and within families of care, Darlyne was granted permission to start the Center’s insight-oriented psychotherapy clinic without psychotropic medication for people she described as “carrying among their identities the tag of schizophrenia.”

With the success of that clinic behind her and a desire to pay-back her hometown, in 1980 Darlyne joined 3 others to start the first community mental health center back in Englewood. After several years of growing her area of intake and crisis services to covering 3 counties, totaling over 1 million people in northern NJ, she remembered her parents’ words about “the necessity of the power of education in order to Live fully” and returned to school. Five years later Darlyne graduated in 1988 with a Ph.D. from Case Western University’s department of Organizational Behavior in Cleveland, Ohio.



Courted by schools of Business, Darlyne again heeded the call of Social Work and walked across the campus to join the now named Jack, Joseph and Morton Mandel School of Applied Social Sciences, as a pre-tenure Assistant Professor developing and teaching courses in their relatively young Management track, alongside another wonderful mentor and friend, Professor John Yankey. After six years, Darlyne received tenure, was promoted to Associate Professor, and 3 weeks later became the first woman of color to become the permanent Dean of the school. Serving for 8 years (before returning to Harlem to give her gratitude), Darlyne and her “Administrative Dream Team” brought in that same number of endowed professorships and proudly served the Cleveland community through nationally and locally funded community-led research projects, organizational assessments, and advocacy.

During that period of time as Dean, Darlyne was selected by the WK Kellogg Foundation to become a Group XIII National Leadership Fellow. Over that truly amazing 3-year journey, Darlyne was blessed to again meet and be befriended by many amazing people!! Among them was the educator-social activist Paulo Freire, whose pedagogy of liberation resonated with and deepened Darlyne’s perspectives and practices: as a teacher-learner with her students in their classes on leadership, organizational transformation, and anti-oppressive frameworks; greatly informed her dialogic approaches to community-based research and service; emboldened her desire to co-author numerous publications with students, community leaders, and faculty colleagues; and served to reaffirm the legitimacy of flattening the hierarchies and bridging the silos through her positions of academic leadership. Yet again, whether as a tenured Dean, Vice President/Provost, and then Acting President for Teachers College, Columbia University, or the first Dean of the University of Minnesota’s then new multidisciplinary College of Education and Human Development, Darlyne was to be “the first”, as either a woman, woman of color, or both.

Recognized in 2017 by the National Association of Social Workers Foundation as a “NASW Social Work Pioneer,” Darlyne was later awarded the privilege to present the 2021 Carl Scott Memorial Lecture at the 67th Annual Program Meeting of the Council of Social Work Education. She was also the honored recipient of the 2021 NASW-PA “Phyllis Black Lifetime Achievement Award.” In 2023, Darlyne was awarded one of the highest honors at Bryn Mawr College, the Faculty McPherson Award for Excellence.

Continuing to be actively engaged in participatory teaching and research, Darlyne additionally serves on several national boards including: the Wisconsin home of the Suzanne and Richard Pieper Family Foundation, the national Alliance of Leadership Fellows, and the New York based Renaissance Center. She also chairs the Board of Trustees of the online associate degree granting Ultimate Medical Academy in Tampa, FL, and the National Human Services Assembly in Washington, D.C. Darlyne is also thrilled to serve as the editor-in-chief of the now 29 years-old journal *Reflections: Narratives of Professional Helping*, working with the editorial team of Monica Leisey (Professor and Chair, Salem State University), F. Ellen Netting (Professor Emeritus, Virginia Commonwealth University), and Kelly McNally Koney (Founder and Lead Consultant, The Kyla Alliance); lead copyeditor Jack Pincelli, and Salem State University Associate Dean and Journal Publisher Beth Massaro, Salem’s Frederick E. Berry Library, and committed section editors, authors, reviewers, and Institutional Publishing Partners.



Invited in 2013 by a blue-ribbon committee of the Association for Community Organization and Social Action (ACOSA), one of our country's oldest "interdisciplinary professional associations promoting social change," to launch and lead an initiative responding to the recommendations of the groundbreaking research of Social Work Professors Jack Rothman and Tracy Soska ("The Rothman Report"), Darlyne continues to co-lead (with Hunter College Social Work Professor Emerita Terry Mizrahi) the still national yet, as of January, 2023, the 501(c)(3) "Special Commission to Advance Macro Practice Social Work." As from its inception, the Special Commission seeks to rebalance the curricula of Social Work's 800+ USA schools and programs to ensure the viability of "macro" social work, focusing on organizations, communities, and policy as one end of the clinical/"micro"- to - macro continuum of client care.

In 2018, the Special Commission partnered with the Council on Social Work Education (CSWE) to rally other national Social Work organizations - ACOSA, the Network of Social Work Management (NASWM), and Influencing Social Policy (ISP) - to produce the first-ever Specialized Practice Curricular Guide for Macro Social Work Practice. One of the most used curricular guides published to date by CSWE, this handbook served to assist colleagues in Social Work programs and in their community agencies to understand how to best incorporate into their areas of work, CSWE's 2015 competency-based educational framework.

For five years, Darlyne served as the lead co-editor-in-chief (with Dr. Mizrahi and a highly dedicated team of associate and consulting editors) to produce in 2023 the Encyclopedia of Macro Social Work, an inaugural 3-volume and online publication of Oxford University Press and the National Association of Social Workers Press. Later that same year, the Special Commission signed yet another contract with CSWE to partner with them and restart the collaboration with ACOSA, NASWM, and ISP to produce an updated and revised curricular guide for CSWE's 2022 competency framework.

Throughout all, Darlyne continues to heed her parents' wise and loving counsel to Live Fully, and does so led by both head and heart. As Time passes, she hopes to no longer be the "first" and is steadfastly committed to making it impossible for her to ever "be the last" in any of her positions of responsibility, joy, and honor. Stay tuned!!



Dr. Roberta Waite is the Dean and Professor at Georgetown University, School of Nursing in Washington DC. She has committed the last 35 years of her nursing career to dismantling health care inequities with special emphasis on community-centered work. Having served on the Governor's Think Tank to develop guidelines for a Trauma-Informed Commonwealth of PA, as content expert for the National Commission to Address Racism in Nursing, as the ANA representative on the National Quality Forum MAP Committee on Health Equity, and on Trinity Health's corporate health system board, she has continuously aligned her efforts with racial and social justice. In 2022, her commitment was recognized with a Modern Healthcare's Excellence in Governance Award for her work on the corporate health system board with improvements in clinical quality, safety, and health equity, as well as her leadership in the expansion of community health and well-being programs, and leading community outreach programs throughout the pandemic.

She brings a nursing and advocacy lens to her work and her life—centering on social and racial justice, valuing humanity, collective liberation, empathy, interdependence, kindness, having fun, and humor. These efforts are illustrated in her work as a Board Director for Family Process Institute, Independence Blue Cross Foundation, Georgetown MedStar Hospital, as well as service on Advancing Health Equity's National Advisory Board supported by the Robert Wood Johnson Foundation.

Dr. Waite is a staunch advocate for social justice, targeting structural and social mechanisms that promote and detract from health. Prior to joining Georgetown, she was Professor and Associate Dean for Community-Centered Health & Wellness and Academic Integration at Drexel University, College of Nursing and Health Professions in Philadelphia, PA. While there, she served as the executive director of the Stephen & Sandra Sheller 11th St. Family Health Services and provided strategic oversight of the College's four other clinical sites—counseling and family therapy, nutrition, physical therapy, and the wellness center. Her social mission and work in education research led to the development of the Macy Leadership Program which she developed as an inaugural Macy Faculty Scholar. This program focused on leadership development using a social justice lens and included students from nursing and other health professions, including behavioral health counseling, nutrition sciences, health administration services, and health sciences. Academically, Dr. Waite has engaged students across programs from undergraduate to post-doctoral students, and emphasizes that work with students during critical years of their formation has been a privilege and an honor.



Dr. Waite is an accomplished scholar having published over 100 peer-reviewed articles, essays, and research studies, invited articles, books, and book chapters, in nursing and across other disciplines. She is a sought after speaker on topics related to leadership, racism, especially AntiBlack racism in nursing, with special focus on pursuing health equity and providing trauma-informed care.

Widener Pride and the Fighting Quaker center the educational preparation Dr. Waite received for her undergraduate and graduate degrees. She earned her BSN and EdD in Higher Education Administration Leadership from Widener University in Chester, PA, and her MSN in psychiatric-mental-health nursing from the University of Pennsylvania. She then completed a post-doctoral research fellowship focused on vulnerable women, children and families at the University of Pennsylvania, School of Nursing.

Dr. Waite has served tirelessly as a mentor and role model for students and aspiring students, colleagues, People of Color, and all nurses who are working toward a more open and equitable society, lifting us up to who we need to be, able to live and work to our full potential.



Dr. Sandra L. Bloom is a Board-Certified psychiatrist, graduate of Temple University School of Medicine and currently Associate Professor, Health Management and Policy at the Dornsife School of Public Health, Drexel University. For the past forty years, Dr. Bloom has done pioneering work in the field of traumatic stress studies. From 1980-2001, Dr. Bloom served as Founder and Executive Director of the Sanctuary programs, inpatient psychiatric programs for the treatment of trauma-related emotional disorders and during those years was also President of the Alliance for Creative Development, a multidisciplinary outpatient practice group. Dr. Bloom is recognized nationally and internationally as the founder of the Sanctuary Model. Since 2012, Dr. Bloom has also served as Co-chair for the [Philadelphia ACEs Task Force](#).

In 2020 Dr. Bloom introduced a new, online organizational and clinical approach called [Creating PRESENCE](#). Creating PRESENCE is for creating trauma-informed, trauma-responsive and trauma-resilient organizations.

Dr. Bloom is a past President of the International Society for Traumatic Stress Studies. Dr. Bloom originated and has written a series of books on trauma-informed care: *Creating Sanctuary: Toward the Evolution of Sane Societies* published in 1997 with a second edition in 2013; *Destroying Sanctuary: The Crisis in Human Delivery Service Systems* published by Oxford University Press in 2010 and *Restoring Sanctuary: A New Operating System for Trauma-Informed Systems of Care*, published by Oxford University Press in 2013. Dr. Bloom has authored and published dozens of chapters and articles as well as S.E.L.F.: a Trauma-Informed Group Psychoeducational Curriculum. All of these can be found on her [website](#).

Dr. Bloom is a founder and currently Chair, Board of Directors for the national organization, CTIPP – [The Campaign for Trauma-Informed Policy and Practice](#) - whose goal is to advocate for public policies and programs at the federal, state, local and tribal levels that incorporate up-to-date scientific findings regarding the relationship between trauma across the lifespan and many social and health problems. CTIPP was awarded the Distinguished Service Award for 2019 from the American Psychiatric Association.



Quaiser Abdullah, Ph.D. is the president of Statera Coaching and Leadership Consulting, LLC. Statera Coaching is a private company that focuses on leadership training, conflict resolution, professional and conflict coaching and organizational development. Quaiser is a certified Conflict Resolution in Education trainer, master coach, conflict coach, Positive Discipline Educator and a trained mediator in the area of Transformative Mediation, with a focus on family, divorce and custody mediation.

Quaiser is also an Assistant Professor in the Communication and Social Influence department in Klein College of Media and Communication at Temple University. He primarily teaches courses on conflict resolution and communication. Quaiser is the Program Director for Klein's Master of Science in Communication Management.

At Temple, Quaiser sits in the Faculty Senate Steering Committee, the Anti-Violence Task Force (2022), the Awards Committee for his department and Klein's diversity committee. Quaiser is also the faculty advisor for the Muslim Student Association at Temple. In Philadelphia, Quaiser serves as the board chair of the Interfaith Philadelphia; a Police Chaplain with the 18th District of the Philadelphia Police Department; is Co-Chair on the Mayor's Commission for Faith-Based and Interfaith Affairs and sits on the District Attorney's task force focusing on Truth, Justice and Reconciliation Commission. Nationally, Quaiser is also a board member for the Association for Conflict Resolution and the Association of Muslim Chaplains and is a resident scholar with the Institute for Social Policy and Understanding (ISPU); and is a convening member of ISPU's Black Muslim Research Working Group. Quaiser recently served as a co-convenor of the new Muslim Coalition for Criminal Justice Reform established in 2020 in Philadelphia, which is now on a hiatus.

Quaiser's research interests center around identity and conflict, leadership and conflict management and religious identity. Quaiser authored the chapter entitled "Muslim Leader Formation and Education," published by SAGE in the Religious Leadership: A Reference Handbook (2012). His chapter, "Daanaa Abdullah: Exemplar of Community Leadership" was published in Democratic Ethical Educational Leadership: Reclaiming School Reform, in 2015 by Routledge. Quaiser has also appeared on various interviews, panels and presentations discussing diversity, identity and conflict. In 2020, Quaiser was called as an expert witness to discuss verbal aggression and violence as it relates to police officers who have been disciplined for engaging in verbally aggressive communication as part of the arbitration proceedings arising out of the Plain View Project.