

Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group

Application Submittal Checklist

The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.

- 1) Certificate of Good Standing (If the Applicant is an Organization)
- 2) Declaration Statement
- 3) Verify that grant shall be used for a public purpose
- 4) Background and Summary
- 5) Service Summary and Outcomes
- 6) Budget
 - a) Budget request by source of funds (appendix
 - b) Personnel salaries and wages (appendix
 - c) Equipment and motor vehicles (appendix
 - d) Capital project details (appendix
 - e) Government contracts, grants, and grants in aid (appendix
- 7) Experience and Capability
- 8) Personnel: Project Organization and Staffing



A handwritten signature in black ink, appearing to read 'Cleota G. Brown', is written over a horizontal line.

Cleota G. Brown, President

Jan. 21, 2022

AUTHORIZED SIGNATURE

PRINT NAME AND TITLE

DATE

**THE THIRTIETH LEGISLATURE
APPLICATION FOR GRANTS
CHAPTER 42F, HAWAII REVISED STATUTES**

Type of Grant Request:

Operating

Capital

Legal Name of Requesting Organization or Individual: DbA:

Amount of State Funds Requested: \$ 345,980.

Brief Description of Request (Please attach word document to back of page if extra space is needed):

The public purpose of this proposal is to create a sustainable fetal alcohol spectrum disorder (FASD) informed services infrastructure in Hawai'i where currently there are no informed programs, services, or funding available for individuals with a FASD and their families or caregivers.

The FASD Social Laboratory will build awareness of the most invisible and undiagnosed lifelong disability to ultimately

Amount of Other Funds Available:

State: \$ -0-

Federal: \$ -0-

County: \$ -0-

Private/Other: \$ -0-

Total amount of State Grants Received in the Past 5 Fiscal Years:

\$ -0-

Unrestricted Assets:

\$ 528,352.71

New Service (Presently Does Not Exist): Existing Service (Presently in Operation):

Type of Business Entity:

501(C)(3) Non Profit Corporation

Other Non Profit

Other

Mailing Address:

P. O. Box 6611, Kaneohe, HI. 96744-9178

City: State: Zip:

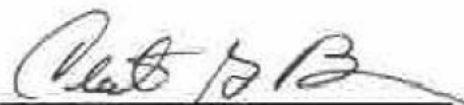
Contact Person for Matters Involving this Application

Name:
Cleota Brown

Title:
President, Director

Email:
HawaiiFASDactiongroup@gmail.com

Phone:
808-258-5874



Authorized Signature

Cleota Brown, President

Name and Title

January 21, 2021

Date Signed

Application for Grants

If any item is not applicable to the request, the applicant should enter "not applicable".

I. Certification – Please attach immediately after cover page

1. Certificate of Good Standing (If the Applicant is an Organization)

If the applicant is an organization, the applicant shall submit one (1) copy of a certificate of good standing from the Director of Commerce and Consumer Affairs that is dated no earlier than December 1, 2021.



Department of Commerce and Consumer Affairs

CERTIFICATE OF GOOD STANDING

I, the undersigned Director of Commerce and Consumer Affairs of the State of Hawaii, do hereby certify that

HAWAII FETAL ALCOHOL SPECTRUM DISORDERS (FASD) ACTION GROUP

was incorporated under the laws of Hawaii on 05/01/2020 ; that it is an existing nonprofit corporation; and that, as far as the records of this Department reveal, has complied with all of the provisions of the Hawaii Nonprofit Corporations Act, regulating domestic nonprofit corporations.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Department of Commerce and Consumer Affairs, at Honolulu, Hawaii.

Dated: December 28, 2021

Director of Commerce and Consumer Affairs



To check the authenticity of this certificate, please visit: <http://dcca.hawaii.gov/documents/verifycertificate.html>
Authentication Code: 416207-cooa_gov-216582a2

2. Declaration Statement

The applicant shall submit a declaration statement affirming its compliance with [Section 42F-103, Hawaii](#)

Declaration Statement

Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group, a corporation organized in the State of Hawaii, affirms its compliance with Section 42F-103 Hawaii Revised Statutes as follows:

42F-103 Standards for the award of grants. (a) Grants shall be awarded only to individuals who, and organizations that:

- (1) Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group is licensed and accredited, in accordance with federal, state and county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
- (2) Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group complies with all federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
- (3) Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group agrees not to use state funds for entertainment or lobbying activities; and
- (4) Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group agrees to allow the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.

(b) In addition, a grant may be made to an organization only if the organization:

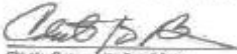
- (1) Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group was incorporated in the State of Hawaii on May 1, 2020
- (2) Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided.

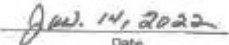
(c) Further, a grant may be awarded to a nonprofit organization only if the organization:

- (1) Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group has been determined and designated to be a nonprofit 501 (c) 3 by the Internal Revenue Service on May 1, 2020; and
- (2) Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group has a governing board of volunteer members who have no material conflict of interest and serve without compensation.

(d) further Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group will not use the grant, if awarded, for the acquisition of land or property.

In accordance with the Standards for the award of grants, Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group hereby affirms that the above is true and correct.


Clelia Brown, Its President


Date

[Revised Statutes.](#)

3. Public Purpose

The applicant shall specify whether the grant will be used for a public purpose pursuant to [Section 42F-102, Hawaii Revised Statutes.](#)

The public purpose of this proposal is to create a sustainable fetal alcohol spectrum disorder (FASD) informed services infrastructure in Hawai'i where currently there are no informed programs, services, or funding available for individuals with a FASD and their families or caregivers.

The **FASD Social Laboratory** will build awareness of the most invisible and undiagnosed lifelong disability to ultimately help improve the systems of care in Hawai'i. The FASD Social Laboratory aims to mobilize supportive services through a collaborative, comprehensive training curriculum which includes an FASD screening, supported employment, substance abuse disorder, mental health treatment, and suicide prevention to identify and improve outcomes for people with FASD and their families.

Ultimately the public purpose will decrease monetary costs to the State of Hawai'i and the many systems of care in Hawai'i from the human costs of living with FASD.

II. Background and Summary

This section shall clearly and concisely summarize and highlight the contents of the request in such a way as to provide the State Legislature with a broad understanding of the request. Please include the following:

1. A brief description of the applicant's background;

HIFASDAG began in Hawai'i in 2016 as a grassroots group of volunteer educators, clinicians, researchers, and FASD family members concerned about the lack of awareness, identification, and intervention services for individuals with FASD. In 2018 FASD Communities became the fiscal sponsor of HIFASDAG to leverage the broad base of FASD Communities' expertise and to extend FASD Communities' reach in Hawaii.

In 2020 the HIFASDAG of volunteers and advisors had grown to over two hundred members responsible for two FASD conferences in Hawaii and a decision was made to incorporate and form a nonprofit organization.

Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group, (HIFASDAG) was incorporated and formed on May 1, 2020, in the State of Hawai'i with a mission *to raise awareness through education, advocacy, and research on the impact of Fetal Alcohol Spectrum Disorder (FASD) on individuals, their families, and the communities of Hawai'i.*

HIFASDAG has grown from a fiscally sponsored program of volunteers to a nonprofit agency with a dedicated, experienced and committed volunteer board of directors supported by an FASD Action Group of advisors of over 200+ volunteers who understand FASD is 100% preventable. To this end, HIFASDAG hosted its third FASD Conference in Hawai'i in September 2021 and offers support groups for individuals with FASD and their parents or caregivers; a service provider support group and awareness and educational training through a speaker's bureau.

HIFASDAG is building community assets across the State through its outreach, educational programs, parent and service providers support groups, speakers bureau and digital resources which currently include our website with digital resources <https://hawaiifasd.org/>; social media Facebook @Hawaiifasd (page), @HawaiiFASD (group), Instagram hawaiifasd and LinkedIn <https://www.linkedin.com/company/71603865/admin/> Hawaii FASD Action Group.

HIFASDAG has worked with the Governor and Legislature to have September declared "FASD Awareness Month" through a Proclamation in 2017, 2019 and 2021 when HIFASDAG was presented with certificates commending HIFASD commitment to the community. A detailed timeline of HIFASDAG's diligent efforts to raise awareness for prevention and informed services may be found at – [HIFASD](#)

FASD Impact Data



HIFASDAG – Speakers Bureau Teams includes an FASD Clinician and a FASD Parent in each training session.

HIFASDAG Board of Directors

Our officers and directors have been selected through their experiences with behavioral & developmental disabilities, expertise in FASD, social services, business experience, the legal system and community organization. Here's a synopsis of their background, experience, and credentials. Their detailed Curriculum Vitae (CV) may be found in the attached Appendix.

Ann Yabusaki, Ph.D., LMFT – Founder and Director is a psychologist and marriage and family therapist with over 35 years of experience. Over the years, she became concerned about individuals who were homeless, incarcerated, expelled from numerous schools, had difficulty reasoning, judgment, and memory, staying employed, and needed help and supervision in everyday life. Yet, their IQs fell within the normal range and appeared “normal.” She founded and is currently a director of the Hawaii Fetal Alcohol Spectrum Disorders (FASD) Action Group in 2016, a volunteer group to train others about FASD and build resources in Hawaii for individuals and families affected by it. The brain injury from alcohol exposure during pregnancy is irreversible. Dr. Ann has been faculty, dean, president of several graduate schools of psychology, teaches and consults on the integration of culture in counseling, and trained students and bi-lingual/bi-cultural counselors about counseling, addiction, adolescence, and families. She counseled families and youth involved with Hawaii's Juvenile Drug Court and created the Family Intervention and Training Services (FITS) at the Coalition for a Drug-Free Hawaii. The service provides training for new family therapists and service to the community.

Kenichi “Ken” Yabusaki is Treasurer and a Director of the Hawaii FASD Action Group. He is a retired biochemist with over 45 years of laboratory research experience. He has researched the biochemical basis for FASD after learning of FASD from his spouse's involvement with clients in Juvenile Drug Court. He co-founded three biotechnology companies in California, two involved with fetal lung maturity testing, is inventor on several patents associated with diagnostic tests. As part of the Action Group's Speakers Bureau, Dr. Yabusaki lectures on how the developing fetal brain is affected by exposure to alcohol during pregnancy.

Cleota (Cleo) Brown is President, Secretary and Director of Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group. She retired from Thomas Cook Group in 2000 after twenty-seven years in the financial services unit as Senior Vice President of North American Retail Service and Global Gateway Strategist. In 2000 she established a consulting practice focused on government contracting in airports taking on international projects with American Express FS, Bank of Ireland and many small minority businesses seeking to become minority business partners in U.S. airports. She's taken on numerous strategic business opportunities including Custom House Currency Services, (US & Canada), ING Direct Cafes- USA, and Zenbanx to name a few. In 2000 she also made a commitment to her home state of Hawai'i to spend 30% of her time focused on nonprofit organizations as either a consultant or board member. In addition to the HIFASDAG board, she is a volunteer board member for Lanakila Pacific, Moanalua Garden Foundation, Ceeds of Peace and Hogan Entrepreneurs Advisory Group.

Vivian Aiona is a Director of HIFASDAG who gained awareness from the Department of Health's Hawaii FASD Task Force funded by the Legislature of the State of Hawaii as a Board Member from 2006 – 2008 during her Husband's term as Lt. Governor of the State of Hawai'i. In addition to this role, she's also supported the Salvation Army Hawaii as a Director from 2003- 2010; Resurrection of the Lord Church's, Bereavement Ministry Head from 2006 – 2016 and Resurrection of the Lord Church's Respect Life Ministry Coordinator from 2016 till present

Alan H. Shinn, Retired is a Director of HIFASDAG

Over 40 years of administration, management, and direct service experiences with non-profit organizations providing substance abuse, mental health, youth and family, and developmental disabilities services in Hawaii and California. As the Executive Director for Coalition for a Drug- Free Hawaii, 2001- 2017, oversaw management of personnel, diverse programs, and complex funding resources. Responsible for fundraising activities through governmental and private sources. Provided vision and leadership for the Board of Directors, staff, and volunteers in areas of program development and fundraising. Represented agencies before the public and advocated for needs of diverse ethnic populations and disabilities groups. Provided leadership and representation to various multicultural, human services, and community-based service collaboratives.

Sina P. Pili, MSW is a Director of HIFASDAG

Sina is a Pacific Islander woman of Hawaiian and Samoan ancestry raised in Laie on the North Shore of Oahu. Married to Davis Pili and together have four precious children. She has a Master of Social Work, University of Hawaii

and a Bachelor of Arts Psychology, Brigham Young University – Hawaii. Her experience includes Hui Hanai Pono Consulting LLC, Founder & Principal Consultant; Dept. of Education, Behavioral Health Specialist & Suicide Prevention Trainer, Dept. of Public Safety, Work Furlough, Case Manager, Dept. of Public Safety, Oahu Intake Service Center, Pretrial Officer, Alaka'i Na Keiki, Intensive-in-Home Therapist & Skills Trainer and 5+ years of direct experience with FASD.

Isaiah K. Aina, MBA is a Director of HIFASDAG

Proudly born and raised in Hawaii.

Bachelors and master's degree in Business Management, University of Phoenix.

Proudly served our country in the United States Army Reserves with deployments to Kuwait (2006) and Afghanistan (2012) in the field of Logistics/Transportation Management.

Registered Representative & Insurance Agent, Licensed in the State of Hawaii – Life, Health, Investments, Long Term Care and Annuities. Coach, youth sports and activities.

Community Advocate and Director, Iolani Palace Board. Married and blessed with 4 children.

Stephanie W. Batzer, Esq., LSW is a Director and incoming Secretary of HIFASDAG

Master of Laws, Child and Family Law, Loyola University of Chicago, Juris Doctor, William Richardson School of Law, University of Hawaii, Master of Social Work, Myron B. Thompson School of Social Work, University of Hawaii, and Bachelor of Arts, Political Science, Johns Hopkins University. Summary of Qualifications: Nine years of experience as a Court Appointed Special Advocate volunteer guardian ad litem, representing the best interest of ten children in five high-conflict cases; eighteen years extensive experience in family crisis intervention and ocean conservation service through volunteer work with non-profit public service organizations; completed Child and Family Forensic Certificate program at the Center of Excellence for Children, Family, and the Law through William James College; United States Army Lieutenant Colonel (Retired); twenty-two years of service supervising, mentoring, training soldiers and executing communications support around the Pacific Rim.

It is HIFASDAG's intention to recruit a highly qualified team with the credentials and experience to deliver on the objectives of this pilot project. To that end, we have spent considerable time evaluating resources and interviewing to select contract providers and contractors who have the same passion, knowledge and experience our founders have for informed FASD services in Hawai'i.

2. The goals and objectives related to the request;

To develop a FASD Social Laboratory pilot project in partnership with three to five health care service providers and social service agencies in Hawaii in support of people with disabilities who may have a FASD to:

- increase awareness of FASD in Hawai'i
- develop skilled FASD-informed services in Hawai'i
- implement a comprehensive curriculum to train service providers and social service agencies to screen and develop treatment plans for individuals with or at risk for FASD. The program will partner with selected organizations serving populations with and at risk of having brain-based disabilities such as FASD
- provide one-year of coaching through a nationally recognized expert in FASD on treatment modifications to the contracted partner's staff who have completed the curriculum for screening certification
- train and coach the broader population e.g., caregivers, families, mental health and substance abuse providers, medical personnel, law enforcement officers, judiciary personnel, educators, and social service providers to effectively intervene with individuals with FASD and their families
- identify the needs of individuals with FASD for sustained employment to ensure that people with FASD seeking employment are provided with proper supports that enhance and maximize employment outcomes
- develop a surveillance system in Hawaii to track FASD impacted individuals and their families
- to garner enough awareness and positive impact in support of increasing capacity building initiatives across the healthcare systems and social service sector to garner increased support and funding for FASD informed services.

3. The public purpose and need to be served;

FASD encompasses a range of effects on the brain and body of individuals prenatally exposed to alcohol. FASD is a lifelong disability. Individuals affected by FASD display various challenges in their daily living and are often misdiagnosed and misunderstood. FASD-informed education and interventions are critical for individuals and their families. With full support and education, individuals with an FASD will achieve their full potential and lead productive lives.

FASD is a developmental disability that is under identified and/ or misdiagnosed due to the lack of awareness and resources in Hawaii. Individuals with FASD have a major impact on the family, community, and all systems of care. FASD is an umbrella term describing a range of effects that can occur from prenatal alcohol exposure. The effects are incurable, lifelong brain disorders leading to physical, mental, behavioral and/or learning disabilities.

The number of people with FASD exceeds those with autism, cerebral palsy, spina bifida, and Down's Syndrome combined.

FASD is a preventable major worldwide public health concern. A 2018 study by the National Institutes of Health across four U.S communities conservatively found 1 to 5 percent have FASD. ¹ *“Prenatal alcohol exposure is a leading preventable cause of developmental disabilities worldwide,” said NIAAA Director George F. Koob, Ph.D. “Estimating the prevalence of FASD in the United States has been complex due to the challenges in identifying prenatally exposed children. The findings of this study confirm that FASD is a significant public health problem, and strategies to expand screening, diagnosis, prevention, and treatment are needed to address it.”*

Meager Federal Funding for FASD prevention and intervention has declined from \$27 million authorized in the Fetal Alcohol Syndrome Prevention Act of 1998 to only \$12 million in FY2021, of which \$11 million goes to the Centers for Disease Control and Prevention (CDC). The National Institute of Health, through the National Institute on Alcohol Abuse and Alcoholism (NIAAA), has provided support for FASD research for several decades and continues that support in FY 2021 for a total of \$30 million.

The State of Hawai'i Halted Funding in 2009 after Federal funds were cut and the Federal *FASD Center of Excellence* was shuttered in 2016. Currently there is no state or federal funding for programs or services available for individuals with a FASD or their families and caregivers in Hawai'i.

Existing FASD Efforts Are Hindered by fragmented Federal, State, Tribal and local policy approaches and insufficient resources dedicated to FASD prevention and FASD-informed intervention services. Though a few states e.g., Alaska, Minnesota, Washington, have programs and policies to help support prevention efforts, FASD-informed intervention practices and services are limited in most systems of care, and the United States lacks a national agenda to unite government efforts toward the goal of advancing FASD research, services, and prevention.

FASD Affects Every Sector of Hawai'i's Society and the costs to society are immeasurable.

- 94% of those affected by FASD have mental health issues;
- 95% cannot live independently; 80% have employment difficulties;
- 70% have trouble in school; 60% have trouble with the law;
- 50% of adults abuse drugs and alcohol; and
- 45% have legal problems with sexual behaviors.

These are all social determinants that can contribute and lead to homelessness and imprisonment. A major contributing factor to these statistics is many service providers are uninformed on the complexities of FASD which lead to a missed diagnosis.

- An estimated 70,800 of the 1.416 million people living in Hawai'i could be impacted by FASD
- Of the 17,000 babies born annually in Hawai'i, as many as 840 are estimated to have a FASD
- The 179,234 students in Hawai'i's schools, as many as 8,700 may have a FASD, yet far fewer are diagnosed or provided services and support afforded most individuals with a disability. Today, many students with a FASD won't qualify for Developmental Disability services, even with a diagnosis.

¹ <https://www.nih.gov/news-events/news-releases/study-first-graders-shows-fetal-alcohol-spectrum-disorders-prevalent-us-communities>

- Older youth and adults with a FASD struggle with independent living and employment and face high rates of incarceration and recidivism.

The estimated annual cost to Hawai'i for FASD is over \$876 million, while raising a child with a FASD costs 30X more than the cost of successful prevention efforts.

The pandemic is exacerbating the use of alcohol. The CDC reports “During 2018 – 2020, 13.5% of pregnant adults reported current drinking and 5.2% reporting binge drinking: both measures were 2 percentage points higher than during the 2015-2017. Pregnant adults with frequent mental distress were 2.3 and 3.4 times as likely to report current and binge drinking, respectively, compared with those without frequent mental distress.”²

Our central hypothesis is that by improving the quality of life through awareness, education, developing early identification and FASD informed interventions, and creating lifelong support services for individuals with FASD and their families, we can significantly reduce costs to the many systems of care in Hawaii and the human costs of those impacted by FASD and thereby reduce costs of the State of Hawaii and its taxpayers by reducing the number of individuals with FASD that are going through our courts, incarcerated, homeless, etc.

The FASD Social Lab is a new program collaborative concept that incorporates innovative multidisciplinary and multi-level interventions that support the individual with a Fetal Alcohol Spectrum Disorder to improve their quality of life, education, and move towards gainful employment and greater independence. These collaborative interventions will be coordinated, ethical, adequately funded, and client-centered with input from individuals with a FASD and their families. HIFASDAG and its partner service providers will jointly collect data from this Social Laboratory pilot project to better understand the experiences, processes, and systems needed for individuals with a FASD to pursue and achieve success in their daily lives, employment, and interdependent living and to develop meaningful programs of support and service in Hawai'i.

Other attempts have been made in Hawai'i to launch systems of care for fetal alcohol spectrum disorders e.g., Application # 17-12A Jan 10, 2018, Establishment of Outpatient Clinic³ These systems of care were designed to be all inclusive as service providers. The FASD Social Lab concept is a different approach to bridge FASD awareness, informed and educated service providers and systems of care in a collaborative, sustainable model that over the long-term will offer a greater number of informed healthcare advocates who will be better prepared to focus on prevention measures to develop and advocate for FASD informed programs and services across the State.

4. Describe the target population to be served; and

Once identified, our target population for the program is 25 - 50 individuals with Fetal Alcohol Spectrum Disorders, age 16 years and older supported by their families and caregivers.

This population will be targeted through outreach and referral from:

- Department of Education - disrupted school experiences
- Judiciary – substance abuse, detention, jail, prison or psychiatric or alcohol/drug inpatients
- Law enforcement – domestic issues, substance abuse, sexual behaviors on repeated occasions
- Social Service Agencies – cases of employment difficulty and independent living, homeless, domestic issues
- Service and healthcare providers – handling cases pertaining to developmental disabilities
- Department of Health – case workers and managers handling difficult juvenile family issues.

5. Describe the geographic coverage.

For the purpose of this grant, the geographic coverage includes the island of Oahu, City and County of Honolulu.

² [CDC Alcohol Consumption 2018-2020](#)

³ <https://health.hawaii.gov/shpda/files/2018/01/sh1712a.pdf>

III. Service Summary and Outcomes

The Service Summary shall include a detailed discussion of the applicant's approach to the request. The applicant shall clearly and concisely specify the results, outcomes, and measures of effectiveness from this request. The applicant shall:

1. Describe the scope of work, tasks, and responsibilities;

The scope of work includes:

A new program concept that incorporates innovative multidisciplinary and multi-level interventions that support the clients' movement towards quality of life for both the individual with a FASD and their families and caregivers to improve their quality of life, gainful employment, and greater independence. These interventions will be coordinated, ethical, adequately funded, and client-centered with input from individuals with a FASD and their families

The Social Laboratory shall include:

Medical Screening to be provided by trained professionals with expertise in the assessment/diagnosis of fetal alcohol spectrum disorders. (See Daniel Dubovsky, CV in Appendix page 51)

Additionally, the partner agencies and service providers will be recruited, trained, and certified for FASD screening: (See the sample FASD Logic Model page 11)

- Physical Therapists
- Occupational Therapists
- Psychologists and other mental health professionals
- Speech & Language Therapists
- Psychiatrist

HIFASD to provide:

- Staff training on FASD
- Service provider training on FASD screening processes
- Refer clients to the FASD Social Laboratory
- Facilitate and assist referrals for screening
- Facilitate parent and adult support groups
- Oversee all aspects of the program delivery, evaluations, and data collection.

Staffing, roles, and responsibilities:

HIFASDAG will identify key personnel to lead the proposed project. HIFASDAG Board will develop an experienced all volunteer Steering Committee comprised of experienced and licensed FASD qualified individuals from its cadre of volunteers and board members to provide oversight and guidance. The intake and case management will be modeled after the PCAP Case Management utilized in Washington State [PCAP](#)⁴ (PCAP Case Management process included in appendix)

- a) The Project Leader/Coordinator, (PLC) to be hired by HawaiiFASD.org, will have either a bachelor's or master's in social work with commensurate experience in community service programs and outreach. The PLC will be directly responsible for managing the intake aspects from referrals and direct contact. The PLC will work closely with all partner agency's assigned staff, the Case Manager and maintain project oversight and evaluation of all contracted providers. On a day-to-day basis the PLC will be responsible for the administration, tracking and coordination of training, scheduling and of all aspects of the pilot project, reporting to the Chair of the FASD Steering Committee for support and guidance and to provide project reporting and keep all collective partner agencies informed and engaged.

⁴ [PCAP](#)

- b) Case Manager – Full time licensed contractor from A Family Tree, Honolulu, Hi [Family Tree](#) The Case Manager will have a master’s in social work with commensurate experience in case management with Hawaii’s behavioral and developmental disabilities practices. The Case Manager will manage the delivery of services to clients, prepare the needs analysis and develop the care plans to be delivered by professional service providers such as medical doctors, counselors, therapists, and others as needed. The Case Manager will also be responsible for submitting all necessary reports to the PLC for tracking and evaluations.
- c) Evaluator – Contractor from The Catalyst Group, LLC, Honolulu, Hi. [The Catalyst Group](#) The project Evaluator will be a qualified and experienced evaluator who understands the process and protocols for our pilot program requiring evidence based practices. Although the Evaluator will work closely with the PLC, Case Manager and Agency Partners staff, they will be evaluating all aspects of the project independently with a direct line to the Chair of the FASD Steering Committee. (Letter of commitment in Appendix pg. 73)
- d) All project partner agencies will assign a staff resource based on the services being provided to coordinate training and service delivery, data collection and reporting.
- e) All financial reporting, expenditures and control will be directly handled by the Board Treasurer and the President.

Partner Agencies

HIFASD will identify and negotiate a memorandum of understanding with all Partner Agencies outlining all terms of their participation, roles, and responsibilities.

The following organizations have entered into a memorandum of understanding with Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group HIFASDAG a participants in the FASD Social Lab.

- 1) Lanakila Pacific, Employment Services Program (See MOU in Appendix) Employment Program for Interdependent Living to include:
 - Employment Skills
 - Career Planning, Resource Identification and Employment Support
 - Support pursuing employment in the community or applying to internal opportunities at Lanakila Pacific

Discussions are underway with the following partner agencies:

- Waianae Coast Comprehensive Health Center
- The Salvation Army’s Family Treatment Services – see letter of support in Appendix page 72
- We are exploring other agencies to participate in this program and hope to add 2-3 nonprofit agencies with programs supporting children and families.

The partner agencies will each be compensated \$10,000. for realignment purposes to offset lost revenue while their staff is trained in this project. These staff members and their organizations will benefit from this training and coaching to better serve their clientele, to identify potential cases of FASD and to provide informed services to this population at risk. HIFASD will enlist these trained professionals to join our FASD Action Group in support of raising awareness and prevention efforts across the State of Hawai’i.

2. Provide a projected annual timeline for accomplishing the results or outcomes of the service;

Activity Timeline over 12-months

Activity	1	2	3	4	5	6	7	8	9	10	11	12
Complete discussions with partner nonprofit agencies and sign Memorandum of Understanding	X											
Recruit and Hire FASD Coordinator	X											
Appoint the FASD Steering Committee (Elect Chair)	X											
Train all staff, contractors & partner staff on process	X	X										
Complete the evaluation process for each partner agency and produce the logic models.	X											

Process Evaluation Meetings	X		X			X			X			X
Monthly Community FASD Awareness Trainings		X	X	X	X	X	X	X	X	X	X	X
Monthly financial reporting on budget and expenditures		X	X	X	X	X	X	X	X	X	X	X
<i>LHS Training</i>												
In-person or virtual training with agency staff	X	X										
Telephone or virtual follow-up consultation with agency staff	X	X	X	X	X	X	X	X	X	X	X	X
<i>LHS Implementation</i>												
Agency intake counselors screen clients with LHS		X	X	X	X	X	X	X	X	X	X	X
Agency staff implements treatment modifications		X	X	X	X	X	X	X	X	X	X	X
Evaluation monitoring, tracking, and reporting		X	X	X	X	X	X	X	X	X	X	X
Reporting to Steering Committee, Board, Funders, Partner Agencies	X	X	X	X	X	X	X	X	X	X	X	X

3. Describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results; and

A process evaluation will be conducted by an independent experienced evaluator on contract from The Catalyst Group <https://psy.tcgoc.com/services.html>. The evaluator will be a member of the team from day one of the project start. (See the Lanakila Pacific – Employment Services Logic Model below). A logic model will be created for each of the partner agencies.

Ongoing project progress, both positive and negative will be documented by the Project Lead/Coordinator, Case Manager and Evaluator, and reviewed by all members of the FASD Action Group’s Steering Committee who will report to the full Board of Directors monthly.

Regular meetings on a monthly basis will be held to review inputs, celebrate successes, and take corrective actions as necessary. A final evaluation report will be prepared and shared with the HIFASDAG, all participating agencies and for the State to assess the program's achievement and accomplishments.

Sample Logic Model based on Employment Services

Exhibit 1

The Lanakila Pacific and Hawaii FASD Action Group Collaborative Project Logic Model

The Logic Model below provides an overview of how each data collection instrument will help to assess project goals and objectives.

PROGRAM GOALS	INTERVENTION ACTIVITIES (Objectives)	PROCESS EVALUATION	INTERMEDIATE OUTCOME (Risk/Protective Factors)	IMPACT OUTCOME
I. Increase awareness of FASD and support needs	<ul style="list-style-type: none"> Increase outreach efforts for supportive services Increase recruitment of consumers Increase & enhance staff ability to identify individuals & families affected by FASD Increase involvement of the community, including consumers, in planning & implementation Increase collaboration with other community organizations Expand infrastructure of both organizations (HI-FASD & LP) 	<ol style="list-style-type: none"> Detailed documentation of capacity expansion efforts, including outreach, recruitment, staff hiring, staff training, facility, collaboration with other organizations & community involvement in the entire process Electronic Health Records - obtain basic demographic info for participant & their family Community Activity Form - track coordination activities between this project & other organizations 	Descriptive statistics on outreach efforts, number of participants recruited and admitted into the program, type of staff hired, type and amount of staff training, type and frequency of collaboration with other organizations, and level of community involvement	
II. Enhance and increase supportive employment by increasing resources for people affected by FASD	<ul style="list-style-type: none"> Develop a comprehensive continuum of science-based state of the art FASD-informed services that are integrated with culturally based practices to reduce risk factors & increase resiliency factors in employment Provide comprehensive ancillary supportive employment services such as case management, education, awareness, & other resources Develop FASD-informed services/resources such as screening identifying & assessing to address the impact of FASD on consumer Increase program completion rate Provide appropriate discharge planning that includes follow-up services & referrals to other services 	<ol style="list-style-type: none"> Training Evaluation Form – completed by staff or others in the community that receive training from the project Descriptive statistics on successful program completion rate as well as other discharges Detailed documentation of discharge planning that includes follow-up services & referrals for aftercare Consumer Satisfaction Survey (CSQ-8) to measure the level of satisfaction with program services according to the participants, family members & employers 	Improve work readiness related behaviors & skills <ul style="list-style-type: none"> Work Readiness Inventory Improve adaptive skills across 11 areas: communication, community use, functional academics, health & safety, home/school living, leisure, motor, self-care, self-direction, social, & work <ul style="list-style-type: none"> Adaptive Behavior Assessment System 3 Qualitative Evaluation - Interviews & focus groups with participants, family members, staff & community members (include employers) to assess needs, their experience with the project & outcomes as a result of receiving project services	Social Lab staff, families, and employers will empower and include individuals with FASD in employment and other community opportunities.

Example - based on Employment Services

4. List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency). The measure(s) will provide a standard and objective way for the State to assess the program's achievement or accomplishment. Please note that if the level of appropriation differs from the amount included in this application that the measure(s) of effectiveness will need to be updated and transmitted to the expending agency.

Monitor, evaluate and measure the projects continuum of care to:

- Increase awareness of FASD and
- Increase the availability of support needs: Descriptive statistics on outreach efforts, number of participants recruited and admitted into the program, type of staff hired, type and amount of staff training, type, and frequency of collaboration with other organizations, and level of community involvement.
- Enhance and increase a comprehensive continuum of science-based state of the art FASD – informed services that are integrated with culturally based practices to reduce risk factors and increase resiliency factors in daily living and employment
- Improve daily living and work readiness related behaviors & skills captured through direct interviews and surveys with clients and their families.
- Improve adaptive skills across 11 areas: communication, community use, functional academics, health & safety, home/school living, leisure, motor, self-care, self-direction, social, and work using various tools and systems e.g.:
 - Work Readiness Inventory
 - Adaptive behavior Assessment System 3
 - Qualitative Evaluations– Interviews and focus groups with participants, family members, staff, and community members (employers included) to assess needs, their experience with the project and outcomes as a result of receiving project services.
- Impact outcome: Social Lab staff, families, and employers will empower and include individuals with a FASD in employment and other community opportunities.

A detailed set of measures based on each participating agency will be produced with tracking and measuring systems once all partner agencies are contracted.

- **Training**

All training will include pre and post assessments to gauge the participant's knowledge before and the progress in their understanding of this disability. There will also be a questionnaire on the quality of the presentations. This will enable us to make adaptations to ensure top quality presentations and learning. This data will be collected and assimilated for continuous quality improvement.

The Life History Screening [LHS](#)⁵ training and implementation will be evaluated to determine staff satisfaction with the training procedures, ease of implementation, and effectiveness of using the LHS to identify clients at risk of a possible FASD and to suggest client-sensitive treatment modifications. Evaluation activities will primarily occur using short surveys and focus groups with agency intake staff.

A. Measures of Effectiveness for General Training on FASD

1. Pre-post questions before and after the training
2. Survey Questions and Answers presented before and after the training
3. Evaluation of presentations

B. Measures of Effectiveness for Training on Screening and Treatment of Youth & Adults for high-risk of FASD will be developed and used in the evaluations.

⁵ [LHS](#)

There will be an initial two day training (12 hours over two days) to familiarize partner agency professionals with monthly follow-up calls on the development and implementation of the LHS survey with identified staff members. Because individuals with FASD may have difficulty understanding abstract ideas, and processing verbal language, they have difficulty with short term memory, and may answer intake questions in a way they think the intake staff would like them to answer. The intake staff will be trained to ask the questions in a way that will be sensitive to an individual with a possible FASD. In order to further facilitate the implementation process and trouble shoot any issues that may arise, the FASD Training Specialist will continue monthly telephone consultations with agency staff for a 12 month period.

IV. Financial

Budget

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
 - a. Budget request by source of funds (Link)

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2022 to June 30, 2023

Applicant: Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group (HIFASD)

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
A. PERSONNEL COST				
1. Salaries	230,200	0	0	0
2. Payroll Taxes & Assessments	4,728	0	0	0
3. Fringe Benefits	19,000	0	0	0
TOTAL PERSONNEL COST	253,928	0	0	0
B. OTHER CURRENT EXPENSES				
1. Airfare & Travel	13,600	0	0	0
2. Insurance	750	0	0	0
3. Lease/Rental of Equipment	0	0	0	0
4. Lease/Rental of Space	0	0	0	0
5. Staff Training	3,000	0	0	0
6. Supplies	1,500	0	0	0
7. Telecommunication	1,200	0	0	0
8. Utilities	0	0	0	0
9. Contractors Overhead	13,000	0	0	0
10. Sourcing Costs	10,000	0	0	0
11. Partner Agency reassignment stipend	50,000	0	0	0
12				
13				
14				
15				
16				
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES	82,950	0	0	0
C. EQUIPMENT PURCHASES	0	0	0	0
D. MOTOR VEHICLE PURCHASES	0	0	0	0
E. CAPITAL	0	0	0	0
TOTAL (A+B+C+D+E)	345,980	0	0	0
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	345,980	Crista G. Brown 808-258-6674		
(b) Total Federal Funds Requested	0	Name (Please type or print) Phone		
(c) Total County Funds Requested	0	<i>Crista G. Brown</i> 01/20/2021		
(d) Total Private/Other Funds Requested	0	Signature of Authorized Official Date		
TOTAL BUDGET	345,980	Crista G. Brown, President Name and Title (Please type or print)		

b. Personnel salaries and wages (Link)

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES
 Period: July 1, 2022 to June 30, 2023

Applicant: Hawaii FASD Action Group

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Project Leader **	1	\$47,000.00	100.00%	\$ 47,000.00
Case Manager ***	1	\$65,000.00	100.00%	\$ 65,000.00
FASD Specialist LHS Developer/Trainer ***	1	\$73,500.00	100.00%	\$ 73,500.00
Evaluator ***	1	\$44,802.00	100.00%	\$ 44,802.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
TOTAL:				230,302.00
JUSTIFICATION/COMMENTS: ** Full Time Employee HIFASD AG, *** Contractors				

c. Equipment and motor vehicles

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES
 Period: July 1, 2022 to June 30, 2023

Applicant: Hawaii Fetal Alcohol Spectrum Disorders

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Not applicable			\$ -	0
			\$ -	0
			\$ -	0
			\$ -	0
			\$ -	0
			\$ -	0
			\$ -	0
			\$ -	0
TOTAL:				
JUSTIFICATION/COMMENTS:				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
Not applicable			\$ -	0
			\$ -	0
			\$ -	0
			\$ -	0
			\$ -	0
			\$ -	0
			\$ -	0
			\$ -	0
TOTAL:				
JUSTIFICATION/COMMENTS:				

d. Capital project details

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS
 Period: July 1, 2022 to June 30, 2023

Applicant: Hawaii Fetal Alcohol Spectrum Disor

FUNDING AMOUNT REQUESTED							
TOTAL PROJECT COST		ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
		FY: 2020-2021	FY: 2021-2022	FY: 2022-2023	FY: 2022-2023	FY: 2023-2024	FY: 2024-2025
PLANS	N/A	0	0	0	0	0	0
LAND ACQUISITION	N/A	-	-	-	-	-	-
DESIGN	N/A	0	0	0	0	0	0
CONSTRUCTION	N/A	0	0	0	0	0	0
EQUIPMENT	N/A	0	0	0	0	0	0
TOTAL:		0	0	0	0	0	0
JUSTIFICATION/COMMENTS:							

e. Government contracts, grants, and grants in aid

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

App: Hawaii Fetal Alcohol Spectrum Disorders Action Group Contracts Total: -

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kaula/ Maui County)	CONTRACT VALUE
1	None for 2022-2023 period	0	0	0	-
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
13					
14					
15					
16					
17					
18					
19					
20					
21					
22					
23					
24					
25					

2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2023.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$86,495	\$86,495	\$86,495	\$86,495.	\$345,980.

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2023.

HIFASDAG will continue to seek funding opportunities for FASD informed services and capacity building grants as they are released. To date, we have sought funding from Hawaii Community Foundation, Weinberg Foundation, and small grants to cover our 2021 FASD Conference.

At this time, we have no fund commitments to list to this Program.

4. The applicant shall provide a listing of all state and federal tax credits it has been listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.

Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group has never applied for any state or federal tax credit nor has the organization ever received a state or federal tax credit for the prior three years.

5. The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2023 for program funding.

Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group has never been granted a federal, state, or county government contract, grant or grant in aid within the prior three years.

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2021.

HIFASDAG has unrestricted assets totaling \$28,352.71 as of December 31, 2021, Our financial statements for December 31, 2021, are included in the appendix page 24

V. Experience and Capability

1. Necessary Skills and Experience

The applicant shall demonstrate that it has the necessary skills, abilities, knowledge of, and experience relating to the request. State your experience and appropriateness for providing the service proposed in this application. The applicant shall also provide a listing of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request.

Our board of directors and officers have been selected through their experience with behavioral & developmental disabilities, expertise in FASD, social services, business experience, the legal system and community organization. Their detailed Curriculum Vitae (CV) may be found in the attached Appendix. This Board and the Hawaii FASD Action Group volunteers have spent more than 15 years advocating for informed FASD services and support for the FASD Community as impassioned volunteers. We know this is a crisis that is growing significantly through this pandemic. With adequate funding, we're prepared and qualified to take on this pilot project.

It is HIFASDAG's intention to recruit a highly qualified team with the credentials and experience to deliver on the objectives of this pilot project. To that end, we have spent considerable time evaluating resources and interviewing to select contract providers and contractors who have the same passion, knowledge and experience our founders have for informed FASD services in Hawai'i.

HIFASD will partner with the following social service agencies under a memorandum of understanding (MOU) to deliver the program services if awarded this grant.

Employment Services

LANAKILA PACIFIC was founded in 1939 as a Hawaii-based 501 (c) 3 non-profit with a core program Employment Services and Social Enterprises which supports the employment goals of people with disabilities by providing training and employment opportunities within the organization and with community-based employers. (Memorandum of Understanding in appendix.)

Its employment services provide an array of vocational services including work adjustment and technical job training for jobseekers with disabilities and employers while also supporting personal and financial independence through employment and supported the employment goals of 129 people with disabilities in calendar year 2020. Its social enterprises employed 86 individuals with significant disabilities in 2020.

The Salvation Army Addiction Treatment Services and Family Treatment Services

Provides treatment services to people with substance abuse problems and give them the resources to break the vicious cycle of addiction. All persons are served regardless of race, color, creed, sex, and age. They strive to give hope to those served. The services include personal counseling and basic human necessities so that they realize their physical rehabilitation and their potential to make a change. Over 130 years of charitable experience, The Salvation Army exists to meet human need wherever, whenever, and however it can. (see letter of commitment in appendix page 72)

Additionally, we are in discussions with 3+ agencies catering to family and individual needs including foster care.

2. Facilities

The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the request. If facilities are not presently available, describe plans to secure facilities.

The FASD LAB will be designed to meet the participants and their families where they live or at multiple sites in close proximity to ensure services and support are flexible with the least geographic barriers for the participants and their families.

In most instances, client services will be delivered at partner agency facilities by the respective agency staff under guidance from our Case Manager and FASD Trainer.

Currently our Board and Committee meetings are held via Zoom during high risk Covid periods. We will continue to utilize Zoom when appropriate and we have meeting space at our partner agency and corporate sponsor board rooms.

VI. Personnel: Project Organization and Staffing

1. Proposed Staffing, Staff Qualifications, Supervision and Training

The applicant shall describe the proposed staffing pattern and proposed service capacity appropriate for the viability of the request. The applicant shall provide the qualifications and experience of personnel for the request and shall describe its ability to supervise, train and provide administrative direction relative to the request.

The FASD Social Lab grant funding will cover the staffing costs for the following staff and contractors:

- f) Project Leader – (Full time employee of HIFASDAG)
- g) Case Manager – Full time on licensed contractor from A Family Tree, 1632 So. King Street, Honolulu, Hi 96826
- h) Evaluator – Contractor from The Catalyst Group, LLC, 3615 Harding Ave., Suite 509, Honolulu, Hi. 96816
- i) FASD Specialist, LHS Developer and Trainer - Dan Dubovsky
<https://www.linkedin.com/in/dan-dubovsky-89524a41/>
- j) Partner agencies stipend and costs?

Project Leader/Coordinator (PLC) will (1) develop FASD-informed services; (2) interface with partners (see the PCAP model below), community and funders; (3) develop and assist with the evaluation procedure; and (4) handle administration of the Social Lab.

Project Leader will work collaboratively with the Case Manager and partner agencies assigned staff.

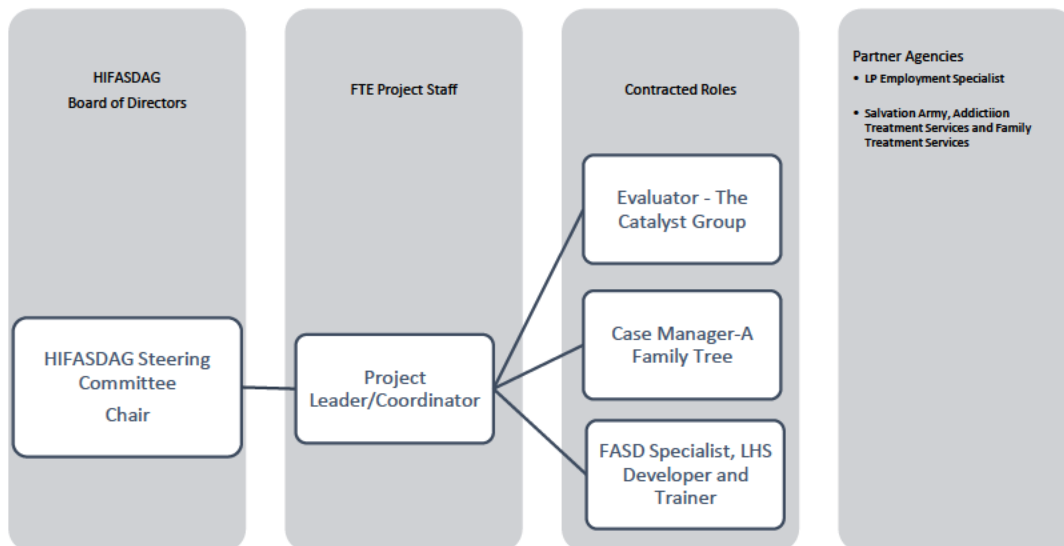
Case Manager’s Role is to (1) identify client/caregiver needs; (2) prioritize needs and services; (3) identify and develop FASD-informed services; (4) interface with the FASD Clients, parents, caregivers, and service providers, (5) coordinate and provide support services to caregivers and services providers

as needed, and (5) assist the Project Leader in developing resources (through ongoing outreach and supportive education) to maximize a Client's success.

Reporting to HIFASD's Steering Committee Chair and as a collaborator with all partner agencies assigned staff.

2. Organization Chart

The applicant shall illustrate the position of each staff and line of responsibility/supervision. If the request is part of a large, multi-purpose organization, include an organization chart that illustrates the placement of this request.



3. Compensation

The applicant shall provide an annual salary range paid by the applicant to the three highest paid officers, directors, or employees of the organization by position title, not employee name.

FASD Specialist, LHS Developer and Trainer		\$73,500/year
Case Manager –	Salary	\$65,000/year
	20% Overhead	\$13,000/year
	Health Insurance	\$750/month/\$9,000/year
	Total:	\$87,000.00

Project Leader - Salary		\$47,000/year
	10% Overhead	\$4,700/year
	Health Insurance	\$750/month/\$9,000/year
	Total:	\$60,700.00
Evaluator	- 15% of program budget	\$44,802.00/year

Hawai'i Fetal Alcohol Spectrum Disorders Action Group - all officers, directors are volunteers who receive no compensation.

HIFASDAG Steering Committee – are volunteer board members and FASD Action Group Volunteers with expertise and experience with behavioral & developmental disabilities who receive no compensation.

VII. Other

1. Litigation

The applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgement. If applicable, please explain.

Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group has never been a party to any litigation and has no pending litigation or outstanding judgements.

2. Licensure or Accreditation

The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that the applicant possesses relevant to this request.

Our human resources include:

- 2 – Ph.D. Doctorates
- 1 - Psychologist/ Family Therapist with a specialty in FASD
- 1- Biochemist with experience in FASD research
- 1 – Master of Laws, Child and Family Law, Juris Doctor
- 3 – Master of Social Work (MSW)
- 1- Masters in Business (MBA)
- 1- National Leading FASD Published Expert

Additionally, the team we're recruiting will include at least -

- 2 – Master of Social Work (MSW)
- 1 – Experienced Evidenced Based Evaluator/research and analysis

3. Private Educational Institutions

The applicant shall specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see [Article X, Section 1, of the State Constitution](#) for the relevance of this question.

The grant if awarded will not be used to support or benefit a sectarian or non-sectarian private educational institution.

4. Future Sustainability Plan

The applicant shall provide a plan for sustaining after fiscal year 2022-23 the activity funded by the grant if the grant of this application is:

(a) Received by the applicant for fiscal year 2022-23, but

(No commitments or awards at this time)

(b) Not received by the applicant thereafter.

None

This is a one year pilot project to determine the success of the project objectives. We believe if this project is successful all the partner agencies and participants will/should integrate FASD informed services into their programs with the costs covered by fee based healthcare reimbursements and Medicaid.

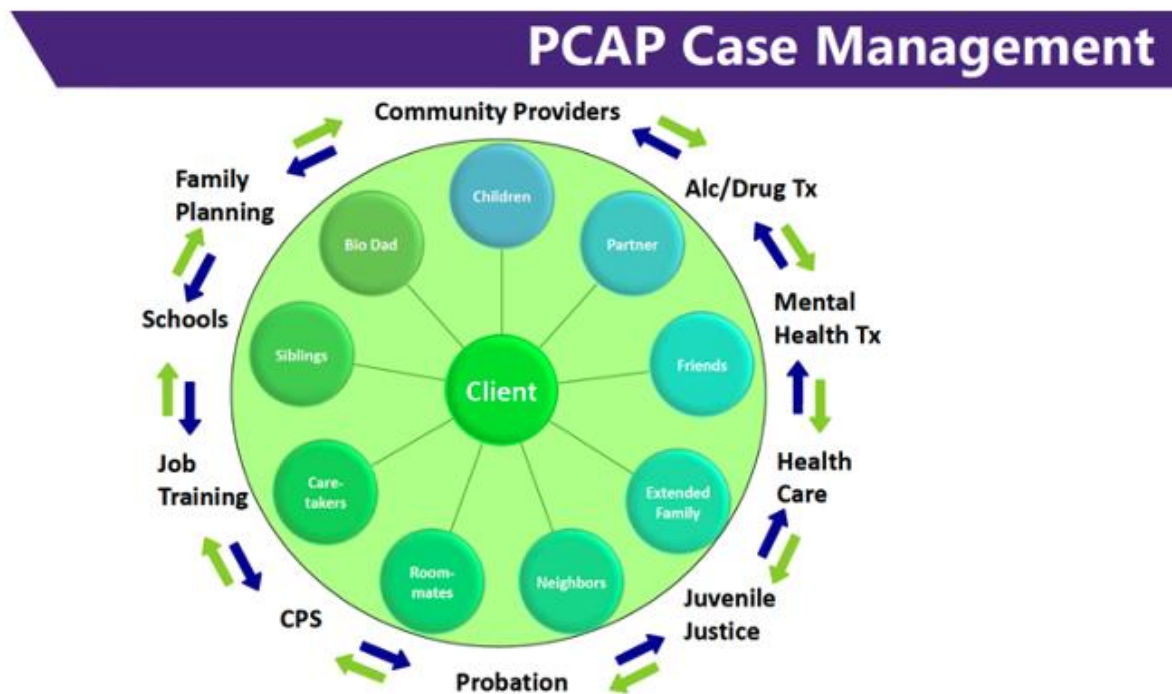
If we succeed in our objectives, we will evaluate the need for HIFASDAG to continue our educational efforts by utilizing the data from this project to demonstrate the importance of increasing our capacity to offer this training full time, augmented by qualified employees in Hawai'i.

Congress has issued two bills "Advancing FASD Research, Services, and Prevention Act or "FASD Respect Act" (S. 2238, H.R. 4151) Both bills have bipartisan support and Senator Brian Schatz, Representative Kai Kahele, Representative Ed Case and Senator Mazie Hirono are co-sponsors for Hawai'i.

HIFASDAG will continue to pursue other grant opportunities with other agencies and foundations both in Hawaii and on the mainland to continue its operation and future training. We will continue to expand our fundraising efforts.

Appendix:

[PCAP](#)



Financial Statements

December 31, 2021, Profit & Loss
December 31, 2021, Balance Sheet

Curriculum Vitae (CV)/Resumes

- Ann Yabusaki Ph.D.
- Kenichi Ken Yabusaki, Ph.D.
- Stephanie W. Batzer, Esq., LSW
- Sina P. Pili, MSW
- Vivian Aiona, Family Advocate
- Alan Shinn, Retired Social Service Executive
- Cleo Brown, Community Advocate
- Daniel Dubovsky, MSW, National FASD Expert

Salvation Army Commitment Letter
Catalyst Group Commitment Letter
Lanakila Pacific Memorandum of Understanding

Hawaii Fetal Alcohol Spectrum Disorders (FASD) Action Group
 Statement of Financial Position
 As of December 31, 2021

ASSETS	
Current Assets	
CPB Bank Account	
Cash on hand	\$ 28,352.71
Total Cash on hand	\$ 28,352.71
Total Bank Account	\$ 28,352.71
TOTAL ASSETS	\$ 28,352.71
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
GET PAYABLE	\$ 542.56
Total Other Current Liabilities	\$ 0
TOTAL LIABILITIES	\$ 542.56
EQUITY	
Retained Earnings	\$ 17,053.22
Net Revenue	\$ 10,756.93
Total Equity	\$ 27,810.15
TOTAL LIABILITIES AND EQUITY	\$ 28,352.71

Friday, Jan. 21, 2022 Cash Basis

Hawaii Fetal Alcohol Spectrum Disorders (FASD) Action Group (HIFASDAG)

Profit and Loss Statement
 January - December 2021

Revenue	
Non-Profit Income	
Donations	835.98
Program Services	3,610.00
2021 Conference Income	16,607.00
Total Revenue	\$ 21,052.98
General Expenses	
Contractors	2,580.00
Dues & Subscriptions	900.55
Insurance	610.00
Office Supplies & Software	695.29
Taxes & Licenses	296.46
Total General Expenses	\$ 5,082.30
Program Expenses	
Speakers Fees	1,750.00
Conference Expenses	1,862.99
Conference Expense Adjustments	1,600.76
Total Program Expenses	\$ 5,213.75
Total Expenses	\$ 10,296.05
Net Revenue	\$ 10,756.93

Friday, Jan. 21, 2022 CASH BASIS

ANN S. YABUSAKI, Ph.D., LMFT
P.O. Box 6611, Kaneohe, HI 96744
Phone: (808) 375-5767 Fax: (808) 239-7164
Email: ayabusaki2@gmail.com

EDUCATION

Ph.D., Psychology, Rosebridge Graduate School of Integrative Psychology, Concord, California.

M.A., Clinical Psychology & Certification in Treatment of Alcohol and other Chemical Dependencies, John F. Kennedy University, Orinda, California.

M.Ed., Counseling and Guidance, University of Arizona, Tucson, Arizona.

B.A., Major: Psychology, Minor: Far Eastern Studies. Kalamazoo College, Kalamazoo, Michigan. Foreign study, one year, Waseda University, Japan.

LICENSES AND CREDENTIALS

Hawaii Psychologist, PSY-1827 (2019)

California Psychologist, PSY 14443 (1995)

Hawaii Marriage and Family Therapist, MFT-87 (2002)

California Marriage and Family Therapist, MFC 22558 (1986, Inactive)

Certificate in the Treatment of Alcoholism and other Chemical Dependencies, JFK University, Orinda, CA (1984)

California Community College Counselor Credential, #99344 (1986)

ACADEMIC APPOINTMENTS

Consultant & Instructor, University of Hawaii, Family Resources Program, Family Education and Training Center of Hawaii (FETCH), 2007-2009. Teach class on family therapy, assist with parenting program for parents.

Dean, American School of Professional Psychology, San Francisco Bay Area Campus, Point Richmond, CA. 1998. Oversee faculty and ensure the curriculum conformed to the other campuses. Teach and mentor students through in masters and doctoral programs. Chair dissertations for students.

President and Dean, Rosebridge Graduate School of Integrative Psychology, Concord, CA, 1996-1998; **Core Faculty**, 1995-1998. Oversee all functions of the school including faculty, administrative staff, budget, administrative support staff, student recruitment, etc. Teach and mentor students in masters and doctoral programs. Chair dissertations for doctoral students.

Core and Adjunct Faculty, John F. Kennedy University, Graduate School of Professional Psychology, Orinda, CA, 1993-2000. Develop a Doctor of Psychology program and curriculum emphasizing multicultural competencies. Teach and supervise students; develop internship program.

Adjunct Faculty, California Institute of Integral Studies, San Francisco, 1995-1996. Teach courses in a doctoral psychology program.

SELECTED CLINICAL EXPERIENCE

Private Practice, Honolulu, Hawai'i. (2010-present). Consultation, supervision and training, family, couples, individual therapy. Specializing in adolescence and families, substance abuse and mental health, developmental disabilities, with an emphasis on cultural sensitivity.

Clinical Director, Coalition for a Drug-Free Hawaii, Honolulu. 2002-2017. Provide individual and family therapy, training, and consultation. Develop and direct a culturally competent family therapy and training program for substance abuse and mental health; provide family, individual, group therapy services to Hawai'i State First Circuit Juvenile Drug Court; integrate prevention with intervention; collaborate with the community to develop a continuum of services; provide psycho-educational groups for parents, young adults, and youth on substance abuse and mental health.

Principal Evaluator and Consultant, National Asian American and Pacific Islander Mental Health Association (NAAPIMHA), Denver, Colorado. 2003-2015. Provide consultation to ongoing federal projects. Evaluated and wrote curricula for Workforce Training to Reduce Racial and Ethnic Disparities in Mental Health Services for providers working with Asian and Pacific Island communities.

Director of Substance Abuse Training and Services, Asian Community Mental Health Services, Oakland, CA. 1999-2002. Develop and integrate a substance abuse treatment program into existing mental health services for monolingual Asian clients; provide substance abuse and mental health training and supervision; assist with program sustainability.
Consultant/Trainer, 1993-95 to "Recovery for East Bay Asian Youth," a substance abuse prevention project.

Advisory Panel Member, National Institutes of Drug and Alcohol (NIDA). 2002-2008. Advise on the evaluation/research protocols of NIDA publications for consumers.

Peer Grant Reviewer, Office of Juvenile Justice and Delinquency Prevention (OJJDP). 2002-2012. Provide technical assistance to youth programs.

Cultural Competence Network Member, U.S. Department of Health and Human Services), Substance Abuse and Mental Health Services Administration (SAMHSA, Center for Substance Abuse Treatment. 1999-2008. Edit and consult on cultural appropriateness of government publications such as *Treatment Improvement Protocols*, a series of publications on substance abuse treatment.

CA State Appointed Member, Department of Alcohol & Drug Programs, Asian/Pacific Islander Constituent Committee, 2000-2003. Advise and assist the California Dept. of Alcohol & Drug Programs to expand alcohol and drug services for Asian/Pacific Islanders in California.

Consultant/Broker, Safe School/Healthy Students Initiative, Safe Schools/Healthy Students Action Center, Alexandria, VA. 2000. Funded by the U.S. Departments of Education, Health and Human Services, and Justice and operated by the National Mental Health Association and National Association of School Psychologists. Provide technical assistance and consultation to school districts and agencies funded in California and Hawaii.

Private Practice, Albany, California. 1985-2003. Psychotherapy, supervision, training, and consultation with emphasis on culturally competent assessment and treatment, family development, and mental health and substance abuse. Dissertation chair or reader for students in doctoral programs in psychology.

Associate Member, Redwood Center Psychology Associates, Inc., 1996. Supervise interns, teach a seminar on multicultural and family therapy, and assist with teaching interns through a one-way mirror during therapy.

Consultant, San Leandro Community Counseling, 1984-87. Develop and conduct parenting workshops with substance use focus; write grant applications to develop substance abuse treatment programs; develop alcohol and drug prevention, intervention, and treatment programs in junior and high schools; provide training and consultation to staff and interns on drug and alcohol assessment, diagnosis, and treatment.

Family Therapist and Substance Abuse Consultant, Youth Advocates, Inc., 1984-85. Provide treatment to couples, families, individuals, and students in junior high and high schools and consultation to the school district and other youth workers on substance abuse; design and implement curricula on substance abuse in the schools.

Educator, Parent Educators Program, 1984-88. Conduct support groups for parents; develop and present programs on substance abuse to the community.

Consultant, American Diabetes Association, 1983-87. Organize and conduct support groups for adults and teens; develop a summer day camp counseling program; consult to staff and lecture on the dynamics of chronic illness.

Counselor, Planned Parenthood, Inc., Tucson, Arizona. 1973-75. Counsel and instruct young women on contraception and parenting.

Private Practice, Tucson, Arizona, 1973-75. Teach parents about child development and Adlerian methods of parenting skills.

Substitute Teacher, Pope Air Force Base, North Carolina. 1969-1970.

PROFESSIONAL MEMBERSHIPS

American Psychological Association
American Counseling Association

COMMUNITY/PROFESSIONAL SERVICE

2019-Present. Member, Community Coalition 96744. A Coalition of people interested in substance use and mental health issues in the community.

2016-Present. Co-founder and volunteer, Hawai'i Fetal Alcohol Spectrum Disorders (FASD) Action Group. A grassroots group of volunteers from multiple disciplines (mental health/substance abuse, law, parents, physicians, probation officers, and others) whose mission is to educate, advocate, and provide research on FASD for individuals with FASD, their families, and communities in Hawai'i.

2007-Current. Member, Hawai'i Regulated Industries Complaints Office (RICO) Marriage and Family Therapy Advisory Committee. Review and consult on consumer complaints regarding the practice of Marriage and Family Therapy in Hawaii.

2010-2018. Member, Editorial Board for *Journal of Tropical Psychology*, a peer-review journal devoted to understanding the psychology of our planetary future, for psychologists of tropical climates who are successful in their adaptation to an environment that we all may share eventually. Cambridge University Press.

2010-2011. Member, Committee on the Needs of our Military. Convened by Mental Health America to provide civilian services and support for our returning soldiers.

2007-2011. Board of Directors, Youth2Youth, a youth mentoring program in Hawai'i.

2006-2008; 2009-2011. Board of Directors, President, and Treasurer, Hawai'i Association of Marriage and Family Therapy.

1998-1999. President, California Association of Mediated Learning (CAAML), an educational organization dedicated to learning, empowerment, and identity through culture.

1996-1998. Board of Directors, Asian Community Mental Health Services, Oakland, CA.

1993-present. Advisory Board, Sansei Legacy Project, Alameda. Research and treatment project on the intergenerational effects of the incarceration of Japanese Americans.

1986-2002. Board of Directors, Japanese American Citizens League, Berkeley Chapter. 1991 and 1992, Co-president; 1991-2002, Co-chair of the Civil/Human Rights Committee.

1995-1997. Newsletter Editor of the Asian American Psychological Association.

1996 Workshop Co-chair of the Japanese American Citizens League National Convention, August 6-10, San Jose, California.

1995-1996. Board of Directors, Neuropsychological Institute, Concord, CA. A community based nonprofit counseling center serving a multicultural population.

1994-1996. Board of Directors, National Japanese American Historical Society.

1994-1996. Board of Directors, Multicultural Institute, Oakland, CA. An organization of priests working to establish health services within the immigrant and underserved populations and provide training to ensure that future priests receive experiences and knowledge from multicultural perspectives.

1993-95. Board of Directors, Pacific Asian American Center for Theology and Strategies. A Christian grassroots organization whose mission is to empower the Asian population.

1994. Co-coordinator of Pacific Mountain Region of the American Friends Service Committee Conference on "Racism and Economic Justice," First Congregational Church, Oakland, CA April 15-16, 1994.

HONORS

- 2019 Honoree at the Second Conference on Fetal Alcohol Spectrum Disorders, "FASD: Improving Outcomes Across Systems of Care," September 18, 2019.
- 2010 Pioneer Award, Japanese American Citizens League, Berkeley Chapter; a civil rights organization.
- 2004 Visionary Award from Women as Allies, a community leadership organization.
- 1987 Grant awarded by the Japanese American Citizens League, Berkeley Chapter for a study on oral history and family therapy.
- 1985 Mini-grant awarded by the Alameda County Drug and Alcohol Program for San Leandro Community Counseling.
- 1973 Elected to Pi Lambda Theta, National Honor and Professional Association in Education.

SELECTED PUBLICATIONS

- Yabusaki, A.S. (pending). Trilogy of short papers: (1) Come Back Student of the Year; (2) Role of Questions in Learning; (3) Emotion and Learning. Hawaii: Coalition for a Drug Free Hawaii website.
- Yabusaki, A.S. (2010). Reflections on the importance of place. *Training and Education in Professional Psychology*, 4(1), 3-6. Washington, DC: American Psychological Association. DOI: 10.1037/a0016976.
- Yabusaki, A.S. (2010). Clinical supervision: Dialogues on diversity. *Training and Education in Professional Psychology*, 4(1), 55-61. Washington, DC: American Psychological Association. DOI: 10.1037/a0017378.
- Yabusaki, A.S. & Yabusaki, K.K. (2010). Colonialism revisited: The Hawaiian experience. Revised chapter. In Jean Lau Chin (Ed.), *The psychology of prejudice and discrimination*, 2nd edition. NY: Praeger Press.
- Yabusaki, A.S. (2007). Diverse communication styles: Challenges to feminist leadership. In Jean Lau Chin (Ed.), *Feminist leadership: Visions and diverse voices*. Boston: Blackwell Press, a subsidiary of Guilford Publishers.
- Yabusaki, A.S. & Yabusaki, K.K. (2004). Colonialism revisited: The Hawaiian experience. In Jean Lau Chin (Ed.), *The psychology of prejudice and discrimination*, Vol. 4. NY: Praeger Press.
- Yabusaki, A.S. (February 2005). "The unexpected gifts of bridging cultures." *Counseling Today*, pp. 32-33.
- Yabusaki, A.S. & Yabusaki, K.K. (2002). "On the importance of meaning". *The Oasis*, California Association for Mediated Learning, June 2002.
- Yabusaki, A. S. (2002). "Separateness in a world that is one." *Women As Allies Newsletter*, 3(1), February 28, 2002.
- Yabusaki, A. S. (1999) "Dancing and balancing in two cultures". *The Journal of the California Alliance for the Mentally Ill*, Vol. 10.
- Yabusaki, A. S. (1998) "Diversity and change: Is there room for all?". *The Oasis*, California Association for Mediated Learning, Volume VIII, No.1.
- Yabusaki, A. (1995). Beijing '95: Looking at the World Through Women's Eyes. *Rosebridge Quarterly*, V (4), 4-5.
- Yabusaki, A. S. (1995). Report from Beijing China (U.N. Fourth World Conference on Women a 1995 NGO Forum on Women). *Pacific People*, Fall 1995.
- Yabusaki, A., Word, C., Morgan, R. & Tong, B. (1995). Dynamic assessment of fifth grade children: ethnicity and learning style. *Journal of Cognitive Education*, 4(1).
- Yabusaki, A. (1995). Exploring the Individual through the Community: The Japanese American Internment Experience. *Proceedings of the Asian American Psychological Association*. Los Angeles, August 8, 1995.
- Yabusaki, A. (1995). The changing Asian American family in a multicultural society: An overview. *Proceedings of the Northern California Asian American Psychological Association Conference*. Northern California, July 1993.
- Yabusaki, A. (1993). Musings of an Asian American Woman Psychotherapist. *Pacific Islander and Asian American Ministries (PAAM) Newsletter*, II(24), Winter.

REFERENCES

Available on request.

Ann S. Yabusaki, Ph.D.

DISSERTATION COMMITTEES

1. Koestner, Patricia. Rosebridge Graduate School of Integrative Psychology. Dissertation Title: Marketing Psychotherapy to Lesbian Consumers: A Qualitative Investigation of Needs for Information, Services, and Advertising. June 1998
2. Bhat, Kusum. American School of Professional Psychology/Rosebridge Campus. Dissertation Title: The Role of Biofeedback in Anger Control in Reversing Heart Disease. September 1998.
3. Murphy, Francis. The Wright Institute, Berkeley, California. Dissertation Title: Is Bowen Theory Universal? Level of Differentiation of Self and Marital Adjustment among Asian-Americans. (Chair) June 1998
4. Hiraki, Susan. John F. Kennedy University, Orinda, California. Dissertation Title: Honor and Japanese Americans. June 1999.
5. Ko, Katherine Yi-Huei. California School of Professional Psychology at Alameda/Alliant University. Dissertation Title: Perception and Consumption of Alcohol among Taiwanese and Taiwanese-American College Students. October 2000.
6. Carlsen, Tesa. American School of Professional Psychology, San Francisco Bay Area Campus, Point Richmond, California. Dissertation Title: A Phenomenological Study of Ten Therapists' Experience of Responding to their Inner Guidance while in the Clinical Setting. December 2000.
7. Morgan, Nancy L. American School of Professional Psychology, San Francisco Bay Area Campus, Point Richmond, California. Dissertation Title: Defining Normal Gender Behavior: Therapeutic Implications Arising from Psychologists' Sex-Role Expectations and Attitudes Toward Lesbians and Gays. (Chair) January 2001.
8. Port, Bryan. J.F.K. University, Orinda, CA. Dissertation Title: A Phenomenological Study of Five African American Gay Men. (Chair) August 2001.
9. Kawaguchi, Robbyn. California School of Professional Psychology, Alliant University, Alameda, CA. Dissertation Title: Adult Children of Japanese American Internees and Intermarriage. August 2002.
10. Chou, Stephen. California School of Professional Psychology, Alliant University, Alameda, CA. Dissertation Title: Mentoring At-Risk Asian American Youth. September 2002.
11. Sugi, Kaho. J.F.K. University, Orinda, CA. Dissertation Title: "A Phenomenological Study of the Japanese Experience of Psychotherapy." (Chair) 2003.

PRESENTATIONS

Yabusaki, K. & Yabusaki, A. (November 2, 2021) "FASD Introduction," Japanese American Citizens League, Berkeley Chapter.

Yabusaki, K. & Yabusaki, A. (October 22, 2021). "FASD and the Respect Act," Keiki Caucus of the Hawaii State Legislature.

Pili, S. & Yabusaki, A. (September 14, 2021). Hawaii Public Radio interview.

Yabusaki, K., Daniel, T., & Yabusaki, A. (September 3, 2021). "FASD: Assessment and Interventions," Hawaii Psychology Internship Consortium,

Yabusaki, A. (July 22, 2021). "FASD and the Respect Act," Hawaii Infant Mental Health Collaborative, Perinatal Substance Use Workgroup.

Yabusaki, K., & Yabusaki, A. (July 17, 2021). "FASD and Infant Mental Health," Promising Minds Program of Hawaii Association of Infant Mental Health

Pili, S., Daniel, T., & Yabusaki, A. (July 14, 2021). "FASD and School Interventions." DOE School-based counselors.

Yabusaki, K., Pili, S., & Yabusaki, A. (May 28, 2021). "FASD: Invisible Disabilities," Catholic Charities.

Yabusaki, K. & A. Yabusaki. (April 23, 2021). "FASD," Radio interview on AM690.

Daniel, T & J, C. Brown, & A. Yabusaki. (April 6, 2021). "FASD in Hawaii." FASD Hope Interview for a podcast.

Yabusaki, K., T. Daniel, & A. Yabusaki. (January 29, 2021). "FASD: Invisible Disabilities," Parents and Children Together (PACT).

Yabusaki, A. (January 12, 2021). "Introduction to FASD," Olomana School.

Rodriguez, E., T. Daniel, & A. Yabusaki (November 10, 2020). "FASD and Infant Mental Health," Hawaii Association for Infant Mental Health.

Yabusaki, A. (October 30, 2020). "Introduction to FASD," King Middle School.

Moya, J., T. Daniel, & A. Yabusaki (October 5, 2020). "Working with Individuals with FASD," Castle High School.

Yabusaki, A. (August 17, 2020). "Introduction to FASD," Kahi Mohala Inpatient Adolescent Treatment Facility

Yabusaki, A., & Yabusaki, K. (January 21, 2020). "Invisible Disabilities: Fetal Alcohol Spectrum Disorders." Counselors at Women's Way, Honolulu, Hawaii.

Yabusaki, K. & Yabusaki, A. (Nov. 13, 2019). Think Tank: Finding Respect in the Chaos with Cynthia Santiago. https://www.youtube.com/watch?time_continue=18&v=o_d87brlmlk&feature=emb_logo

Yabusaki, A. (September 18, 2019). "Global Concerns of FASD." Presented to the 2nd Hawaii Conference on FASD. FASD: Improving Outcomes Across Systems of Care, Hale Koa Hotel, Waikiki, Honolulu, Hawaii.

Yabusaki, A. & Yabusaki, K. (April 5, 2019). "FASD: Invisible Disabilities." Presented to Department of Education, Supervisors of Behavioral Health Specialists, Quarterly Meeting, Honolulu, Hawaii.

Yabusaki, K. & Yabusaki, A. (April 23, 2019). Think Tank: Family Affairs with Lisa Kimura. https://www.youtube.com/watch?time_continue=18&v=Z38ub-EkVTY&feature=emb_logo

Yabusaki, K. & Yabusaki, A. (April 4, 2019). "FASD: Invisible Disabilities". Presented to CW96744, a coalition of people from the Windward community interested in addressing substance use and mental health in the community. King Middle School, Oahu.

Yabusaki, A., Yabusaki, K., & Daniel, T. (February 15, 2019). "FASD: Invisible Disabilities." Presented to Department of Education, Canoe Complex Behavioral Health Specialists' Quarterly Meeting, Pu'unene School, Kahului, Maui.

Yabusaki, A., Yabusaki, K., & Davidson, G. (February 13, 2019). "FASD and Probation." Presented to Hawaii First Circuit Court, Adult Probation Officers. Honolulu, Hawaii.

Yabusaki, A., & Yabusaki, K. (February 12, 2019). "FASD: Invisible Disabilities." Presented to UH Manoa, School of Social Work, CWS specialization, Honolulu, Hawaii.

Yabusaki, A., Daniel, T., & Yabusaki, K. (January 15, 2019). "Fetal Alcohol Spectrum Disorders (FASD): Invisible Disabilities." Presented to clients at Habilitat Treatment Program, Kaneohe, Hawaii.

Yabusaki, A., Daniel, T., & Yabusaki, K. (November 17, 2018). "*In Utero* Alcohol Exposure: Invisible Disabilities." Presented at two classes of MFT students at Argosy University, Honolulu, Hawaii.

Yabusaki, A. & Others. (September 29, 2018). "Parenting Challenges." Presented at the Hawaii Adoption and Permanency Alliance of Hawaii Department of Human Services annual conference, Catholic Charities, Honolulu, Hawaii.

Yabusaki, A., & Yabusaki, K. (September 5, 2018). "*In Utero* Alcohol Exposure: Invisible Disabilities." Presented to psychologists at Halawa Correctional Facility, Halawa Valley, Hawaii, Oahu.

Yabusaki, A., & Daniel, T. (August 4, 2018). "Alcohol Exposure *In Utero*: A life-span perspective." Presented to MFT students at Argosy University, Honolulu, Hawaii.

Yabusaki, A., & Daniel, T. (July 27, 2018). "Alcohol Exposure *in Utero*: A life-span perspective." Presented to MFT students at Argosy University, Honolulu, Hawaii.

Yabusaki, A., & Davidson, G. (April 24, 2018). "FASD: Invisible Disabilities." Presented to staff at Ku Aloha Ola Mau, Honolulu, Hawaii.

Yabusaki, A., & Davidson, G. (April 11, 2018). "FASD: Invisible Disabilities." Presented to staff at Ohana Makamae, Hana, Maui.

Yabusaki, A., Daniel, T., & Bogdahn, C. (March 8, 2018), "Substance Use and Pregnancy." Presentation tipstaff at Hui HoIola O Na Nahulu O Hawai'i, Ku Aloha Ola Mau, Hawaii Island.

Yabusaki, A. & Davidson, G. (September 29, 2017). "What's Wrong with Me?" Presentation to students in course on Substance Abuse, on invitation from Kassandra Efenger, EdD, instructor, Hawaii Pacific University, Honolulu, Hawai'i.

Yabusaki, A. (September 26, 2017). "Dynamic Assessment and Mediated Learning in Treatment." Professional development workshop presented to Coalition for a Drug-Free Hawaii, Family Intervention and Training Services staff, Honolulu, Hawaii.

Moya, J. & Yabusaki, A. (August 1, 2017). "Brain-Based Behavioral Challenges: An exploration of FASD." Professional development workshop presented to all staff at Waialua High School, Oahu.

Yabusaki, A. (June 8, 2017). "What's Wrong with Me?" Professional development workshop presented to Hawaii Behavioral Health Organization, behavioral health, and administrative staff.

Yabusaki, A. & Davidson, G. (June 1, 2017). "What's Wrong with Me?" Professional development workshop provided to behavioral and administrative staff of the Department of Education, Honolulu District.

Yabusaki, A. & Davidson, G. (May 30, 2017). Fetal Alcohol Spectrum Disorders, a symposium for providers. Sponsored by Hawaii Pacific Center for Excellence, Honolulu, Hawai'i.

Yabusaki, A. (March 24, 2017). FAS & Adolescence. Professional training for the Institute for Family. Coalition for a Drug-Free Hawaii, Honolulu, Hawai'i, USA.

Brown, K.E., & Yabusaki, A. (March 2017). Crisis intervention training for school-based substance use prevention and treatment staff. Professional development workshop provided to clinical and prevention staff at the Coalition for a Drug-Free Hawaii, Honolulu, Hawai'i, USA.

Yabusaki, A. & Davidson, G. (February 7, 2017). Alcohol & Drug Exposure In *Utero* and Trauma. Presentation to students in course on Trauma, invitation from Kassandra Efenger, EdD, instructor, Hawaii Pacific University, Honolulu, Hawai'i.

Yabusaki, A. & Davidson, G. (February 2, 2017). Fetal Alcohol Syndrome and the Adolescent. Presentation at the Hawaii Youth Services Network Quarterly Membership and Networking Meeting, Honolulu Airport Hotel, Honolulu, Hawai'i.

Yabusaki, A. (February 1, 2017). People Skills. Professional development training to Olomana School teachers and counselors, Kailua, Hawai'i.

Yabusaki, A. & Davidson, G. (January 25, 2017). Alcohol & Drug Exposure *in Utero*. Professional development training presented to the FASD Action Group, Coalition for a Drug-Free Hawaii, Honolulu, Hawai'i.

Yabusaki, A. (October 12, 2016). Alcohol & Drug Exposure *in Utero*: Lifespan Perspective. Presentation to the Hawaii State Legislative Keiki Caucus, Senator Suzanne Chun Oakland convener, Honolulu, Hawai'i.

Yabusaki, A. (July 12, 2016). Fetal Alcohol Spectrum Disorders: An introduction. Professional development presentation to Coalition for a Drug-Free Hawaii staff. Honolulu, Hawai'i.

Yabusaki, A., Umemoto, K., & Colby, A. (March 24, 2016). Bullying Workshop on Train the Trainers. Training for Honolulu Parks and Recreation. Hawaii Youth Services Network, Halawa District Park, Honolulu, Hawai'i.

Yabusaki, A., Umemoto, K., & Colby, A. (March 23, 2016). Bullying Workshop on Train the Trainers. Training for Honolulu Parks and Recreation. Hawaii Youth Services Network, Halawa District Park, Honolulu, Hawai'i.

Yabusaki, A. (March 12, 2016). Matt Levi Investigates: Drugs and the Unborn Child. Interview for television program, Coalition for a Drug-Free Hawai'i, Honolulu, Hawai'i.

<https://www.bing.com/videos/search?q=youtube+matt+levite+investigates&qpv=youtube+matt+levite+investigates&iew=detail&mid=ED8D8AE1DBDD4F412B06ED8D8AE1DBDD4F412B06&&FORM=VRDGAR&ru=%2Fvideos%2Fsearch%3Fq%3Dyoutube%2Bmatt%2Blevite%2Binvestigates%26qpv%3Dyoutube%2Bmatt%2Blevite%2Binvestigates%26FORM%3DVDRE>

Yabusaki, A. & Jenkins, B. (October 7, 2015). E Pili Kakou-Ipu Workshop for Youth. Haleiwa, Hawai'i.

Yabusaki, A. (September 21, 2015). Youth Exposed to Substance Use *in Utero*. Presentation at a public forum on SAM HI Training. Coalition for a Drug-Free Hawaii. Kapolei, Hawai'i.

Yabusaki, A., Umemoto, K., & Colby, A. (March 24-31, 1915). Bullying In the Schools. Presentation to youth workers and counselors on Oahu, Maui, and Hawaii Island. Hawaii Youth Services Network.

Yabusaki, A. & Jenkins, B. (October 7, 2015). E Pili Kakou (We are Connected) through the mo`olelo (story) of the ipu (gourd). All-day workshop for youth with Kupuna. Kai Hawanawana, Waialua, Hawai'i.

Yabusaki, A. & Jenkins, B. (April 30, 2014). Ipu Heke Mele Workshop with Kupuna. Knowing oneself though the ipu. All-day workshop for girls. Kai Hawanawana, Waialua, Hawai`i.

Yabusaki, A., Umemoto, K., & Colby, A. (October 30, 2013) Bullying & Violence Prevention. All-day training for community workers. Sponsored by Hawaii Youth Services Network and Child and Family Service of Hilo, Hawai`i.

Yabusaki, A. (September 12, 2013). Facilitating Assessment & the Four Corners Assessment Tool. Ho`opono Mamo Civil Citation Initiative, Orientation, and training workshop. Sponsored by Office of Youth Services, Hawaii Youth Diversion System, Palama Settlement, Honolulu, Hawai`i.

Yabusaki, A., Umemoto, K., & Colby, A. (August 21, 2013). Bullying & Violence Prevention Training. All-day training for community workers. Sponsored by Hawaii Youth Services Network and Child and Family Service of Kailua-Kona, Hawai`i.

Yabusaki, A. (July 16, 2013) The Power of Our Stories: A participatory conference on culture. Six-hour training with invited others. Sponsored by Hawaii Pacific Center for Excellence of the Coalition for a Drug-Free Hawaii. Ko`olau Ballroom, Kaneohe, Hawai`i.

Yabusaki, A., Umemoto, K., & Colby, A. (April 6, 2013). Bullying & Violence Prevention Training. Eight-hour training for schools and communities. Sponsored by Japanese Cultural Center of Hawai`i, `Iolani School, Honolulu, Hawai`i.

Yabusaki, A. & Umemoto, K. (February 7, 2013). Strengthening Systems of Care. Half-day workshop on developing systems of care with substance abusing adolescents and their families. Sponsored by Hawaii Pacific Center for Excellence, Coalition for a Drug-Free Hawaii, Hale Koa Hotel, Honolulu, Hawai`i.

Yabusaki, A. (October 17, 2012). The Art of Family Therapy. Half-day workshop on working with families with substance abuse. Presented for Hawaii Pacific Center for Excellence, Coalition for a Drug-Free Hawaii, Hale Koa Hotel, Honolulu, Hawai`i.

Yabusaki, A. (October 16, 2012). Substance Abusing Adolescence and Family Therapy. Presented at the National Association for Alcohol and Drug Addiction Counselors (NAADAC) Conference, Prince Court Hotel, Waikiki, Hawaii.

Yabusaki, A. & Jenkins, A. (October 15, 2012) A Cultural Approach to Treatment with Aunty Betty Jenkins. Presented at the National Association for Alcohol and Drug Addiction Counselors Conference, Prince Court Hotel, Waikiki, Hawaii.

Yabusaki, A., Umemoto, K., & Colby, A. (July 9, 2012). Bullying Prevention. Professional development for the Hawaii State Legislature Keiki Caucus, a committee formed by Senator Chun Oakland, Hawaii State Legislature, Honolulu, Hawai`i.

Yabusaki, A. & Jenkins, B. (June 21, 2012). Culture and Experience with Kupuna, Cultural presentation & experience for Lei `Ilima program for middle school girls, Waimea Valley, Hawaii.

Yabusaki, A., Umemoto, K., & Colby, A. (June 8, 2012). Bullying Prevention, Workshop for the Community. Sponsored by Hawaii Youth Services Network on Maui, Hawaii.

Yabusaki, A. (May 30-31, 2012). Working in Groups with High Risk Youth. Professional development training for youth counselors. Susannah Wesley Community Center, Honolulu, Hawaii.

Yabusaki, A. (May 8, 2012). Diversity. Professional training for Coalition for a Drug-Free Hawaii Staff, Honolulu, Hawaii.

Yabusaki, A. (February 24, 2012). Talking About Difficult Topics with Parents. Presentation for youth at the Peer Mediation State Conference, University of Hawaii, Manoa Campus.

Yabusaki, A. (February 14, 2012). Cross-Cultural Listening & Team Building. Presentation for airline pilots and personnel, Critical Incident Stress Management (CISM) and Peer Assistance Workshop, Kaneohe Bay Yacht Club, Kaneohe, Hawai`i.

Yabusaki, A. (February 11-12, 2012). Cultural Diversity: Engaging Others. Presented to the Y2Y Cultural Diversity Conference, Papahana Kuaola, Kaneohe, Hawai`i.

Yabusaki, A. (January 18-19, 2012). Moderator for "Substance Abuse, Suicide, and Cyberbullying," Conference. Hale Koa Hotel, Waikiki, Hawai`i.

Yabusaki, A. (September 2003-June 2012). Training for Psychology Doctoral Interns on working with families and youth in Hawai`i First Circuit Juvenile Drug Court. Sponsored by the Coalition for a Drug-Free Hawai`i, Honolulu, Hawai`i.

Yabusaki, A., Umemoto, K., & Colby, A. (October 6, 2011). Bullying: a Workshop. Professional development for youth counselors. Sponsored by the Office of Youth Services, Ohana Hotel, Honolulu, Hawai`i.

Yabusaki, A. (September 19-20, 2011). Risk Assessment. Professional development for counselors working with the Hawaii-Rwandan Thought Field Therapy Training Project. St. Mark's Diocese, Kaneohe, Hawai`i.

Yabusaki, A. & Jenkins, B. (July 8-9, 2011). Experience with Kupuna: A sense of place. Kai Hawanawana, Waialua, Hawai`i.

Yabusaki, A. & Jenkins, B. (May 15, 2011). Importance of Place. A workshop with Kupuna. Invited girls from Wahiawa Middle School, for an ipu workshop. Kai Hawanawana, Waialua, Hawai`i.

Yabusaki, A., & Jenkins, B. (April 1-2, 2011). Workshop with Kupuna: A sense of place. Kai Hawanawana and Waimea Valley, Waialua, Hawai`i.

Yabusaki, A. & Tarutani, C. (March 2011). Balancing therapeutic and judicial approaches with adolescent and adult substance abusing offenders. Presented at the 8th annual IVAT Conference, Honolulu, Hawai`i.

Yabusaki, A., Umemoto, K. & Colby, A. (July 19-21, 2010). Creating Safe Schools and Communities: A Practical Toolkit of Strategies and Activities. A 3-day summer continuing education class presented to teachers, counselors and administrators in the Department of Education, Kailua HS, Kailua, Hawai`i.

Yabusaki, A. (2008, 2009, 2010, 2011). Adolescent Development, Drug Use, and Family. Professional development for DARE Police Officers of Honolulu County, Kapolei, Hawai`i.

Yabusaki, A. & Peiler, R. (March 29-April 1, 2010). Prevention through Heart and Culture. Presented at the 7th annual IVAT Conference, Honolulu, Hawai`i.

Yabusaki, A., Jenkins, B. (January 25, 2010). Waimea Valley Ladies Retreat—Seeking and Searching. An all-day retreat for mothers participating in the First Circuit Juvenile Drug Court. Wahi Kupuna of Ahupua`a O Waimea (Waimea Valley). Waimea, Hawaii.

Yabusaki, A., Umemoto, K., & Colby, A. (July 20-22, 2009). Creating Safe Schools and Communities: A Practical Toolkit of Strategies and Activities. A 3-day summer continuing education class presented to teachers, counselors and administrators in the Department of Education, Kailua HS, Kailua, Hawai`i.

Yabusaki, A., Umemoto, K., & Colby, A. (July 16-18, 2008). Creating Safe Schools and Communities: A Practical Toolkit of Strategies and Activities. A 3-day summer continuing education class presented to teachers, counselors and administrators in the Department of Education, Kailua HS, Kailua, Hawai`i.

Yabusaki, A. (January-May 2008). Strategic Family Therapy. A semester course for seniors at the University of Hawaii, Manoa Campus, Honolulu, Hawai`i.

- Yabusaki, A. (April 2007, 2008, 2009, 2010). Child Welfare Service and Juvenile Drug Court. Presented to a class in the School of Social Work, University of Hawaii, Manoa Campus, Honolulu, Hawai'i.
- Yabusaki, A. (July 24, 2007). Facilitation of Strategic Planning. Ku Aloha Ola Mau, Honolulu, Hawai'i.
- Yabusaki, A. (April 4, 2007). Consultation to Hawaii State Grant: COSIG, a grant for cultural interventions in co-occurring disorders. Honolulu, Hawai'i.
- Yabusaki, A. (March 28-April 1, 2007). Juvenile Drug Court Panel. Presented at the 4th annual IVAT Conference, Honolulu, Hawai'i.
- Yabusaki, A. (October 6-9, 2004). The Use of Standardized Patients to Evaluate Cultural Competence in Working with Asian Americans/Pacific Islanders. Presented at the Annual Meeting of the Association for Academic Psychiatry. Albuquerque, New Mexico.
- Yabusaki, A. (October 1-2, 2004). Even Tall Mountains Have Grass – The cultural language of Southeast Asian and Pacific Islanders. Presented at the International Association for Cognitive Education Annual Conference. Vancouver, British Columbia.
- Yabusaki, A. (September 28-29, 2004). Using Role Play in Teaching. Presented at the Meeting of National Asian American and Pacific Islander Mental Health Association, San Francisco, CA.
- Yabusaki, A. (July 27, 2004). Strengthening Hawai'i Families. Presented at the Annual Convention of the Asian American Psychological Association. Hawaii Convention Center, Honolulu, Hawaii.
- Yabusaki, A. (July 12-13, 2004). Panel discussion: Clinical treatment among culturally diverse populations. Presented at Women across the Life Span: A National Conference on Women, Addiction and Recovery. Baltimore, Maryland.
- Yabusaki, A. (March 26-28, 2004). Call to Action: Women, Racism, and Activism. Invited address at the Women As Allies Conference. Redwood City, CA,.
- Yabusaki, A. (October 28, 2003). A Matter of the Heart III, 2003 Cultural Competence Workshop Series: Pacific Islanders. Presented to Santa Clara Valley Health and Hospital System, Departments of Alcohol & Drug and Mental Health Services. San Jose, California.
- Yabusaki, A. (October 8-11, 2003). Culture and Substance Use: Southeast Asians. Presented to the California Society of Addiction Medicine: State of the Art 2003, San Francisco, California.
- Yabusaki, A. (May 13, 2003). Integrating Dual Diagnosis Services for Populations with Cultural and Linguistic Issues. Presented to the Sacramento County, Department of Health and Human Services, Mental Health Division Dual Diagnosis Demonstration Project, Sacramento, California.
- Yabusaki, A. (February 6-7, 2003). Adapting TIP #35 to Asian American Substance Abuse Providers. Presentation to Center for Substance Abuse Treatment, Hispano/Latino Workgroup, Washington D.C.
- Yabusaki, A. (November 14-17, 2002). Returning to the Heart. Presented to the Second Conference by Women As Allies, Santa Clara, California.
- Yabusaki, A. (October 22, 2002). Culturally Competent Care for Asian Americans with Dual Diagnoses. Presented to counseling staff at the University of California, Berkeley, Extension Program.
- Yabusaki, A. (September 17-18, 2002). Adapting TIP 35: Enhancing Motivation to Change to Asian American Counselors and Clients. Center for Substance Abuse Treatment, API

Workgroup, Washington DC,

Yabusaki, A. (May 29-30, 2002). Dual Diagnoses: The combined treatment of substance abuse, mental illness, and other medical conditions. An Asian panel. Presented at the 35th Anniversary Conference by the Haight Ashbury Free Clinics, San Francisco, California.

Yabusaki, A. (May 21, 2002). Dual Diagnosis and Cultural Competence. Presented to Marin County Community Mental Health Services and Alcohol and Drugs Division, San Rafael, California.

Yabusaki, A. (May 6-8, 2002). Keynote speaker and presenter: Even the Tallest Mountains Have Grass: Developing a Culturally Competent Program for Asian Americans. Presented at the North Pacific Rim 28th Annual School of Addictions, Anchorage, Alaska.

Yabusaki, A. (April 12-13, 2002). Caring for Dually Diagnosed Southeast Asians: A Mien Group. Presented to the University of California, Davis, Medical School, Grand Rounds and 2nd Annual Conference on Cultural Competence, Sacramento, California.

Yabusaki, A. (March 10-12, 2002). Integrating Health, Mental Health, and Substance Abuse Programs. Presented at the National Asian Pacific American Families Against Substance Abuse (NAPAFASA), Washington, DC.

Yabusaki, A. (February 28, 2002). Asian Pacific Islanders: Understanding the Context Of Treatment. Professional development for counselors at the United States Department of Justice, Bureau of Corrections, Federal Correctional Institution, Dublin, California.

Yabusaki, A. (February 28, 2002). Assertiveness Training for Asian Pacific Islanders. Professional development for Asian Pacific Psychological Services, Oakland, California.

Yabusaki, A. (October 13, 2001). Supporting our Child's Learning. Presented to Oakland Parents United (Hispanic and Asian parents), Oakland Parenting University, Oakland, California.

Yabusaki, A. (October 10, 2001). Application of Cultural Competency Principles in Substance Abuse, a panel presentation in collaboration with Marcus Red Thunder and Maxine Carpenter. Training for the Center for Substance Abuse, U.S. Dept. of Substance Abuse and Mental Health Services Administration, American Methadone Treatment Association, St. Louis, Missouri.

Yabusaki, A. (August 23, 2001). Broadening the Lens of Psychology: Serving Asian Immigrants. Presentation to Asian American Psychological Association, University of San Francisco, San Francisco, California.

Yabusaki, A. (June 7, 2001). Cross-Cultural and Intergenerational Issues for Asian and Pacific Islanders. Professional development training for Alameda County, Department of Children and Family Services, Oakland, California.

Yabusaki, A. (May 25, 2001). Ensuring the Cultural Competency of Treatment Practices: a panel presentation in collaboration with Jacqueline P. Butler, Candace M. Shelton, and Harry Montoya. Presentation sponsored by the Center for Substance Abuse, U.S. Dept. of Substance Abuse and Mental Health Services Administration. 25th Annual Conference on Addiction Treatment, Research to Practice, the Association for Addiction Professionals, Portland, Oregon.

Yabusaki, A. (October 2000-May 2001). Learning to Learn: the Mediated Learning Experience. A 24-hour workshop for parents, Albany, California.

Yabusaki, A. (April 13, 2001). Treatment Issues of Asian Americans. Professional development for counselors at the United States Department of Justice, Federal Correctional Institution, Dublin, California.

Yabusaki, A. (July 1999-2005). Child Development, Family Development, Counseling Skills and other topics on mental health and substance abuse counseling theories and strategies for Asian American and Pacific Island

populations. Professional development training for bilingual/bicultural staff at Asian Community Mental Health Services, Oakland, California.

1987-present.

Lectures, workshops and trainings on cross cultural assessment and treatment to graduate psychology interns and seminary students.

Yabusaki, A. (October 20, 2000). Dynamic facilitation and the Mediated Learning Experience. Presentation at the 13th Annual Conference of the California Association for Mediated Learning, San Diego, California.

Yabusaki, A. (January 28, 2000). Asian American Psychology. Professional development for counselors at the United States Department of Justice, Federal Correctional Institution, Dublin, California.

Yabusaki, A. (March 9, 2000). Asian American Values: Transference and Counter-transference. Continuing Education course given to the University of California, Berkeley, Counseling and Psychological Services & Health & Community Services, Berkeley, California.

Yabusaki, A. & Yabusaki, K. (October 9, 1999). Racism, Ethnicity, and Learning Style: Assessing the Learning Potential Assessment Device. Presented at the 12th Annual Conference of The California Association for Mediated Learning., South San Francisco.

Yabusaki, A. & Evans, M.A. (October 8, 1999). Psychotherapy and the Mediated Learning Experience. Presented at the 12th Annual Conference of The California Association for Mediated Learning, South San Francisco, California.

Yabusaki, A. (April 21, 1999). Transference and Counter-transference Encounter: Asian Americans." Continuing Education course for The Psychotherapy Institute, Berkeley, California.

Yabusaki, A. (September 25, 1999). Transference and Counter-transference in Asian Americans." Professional development for counselors at the United States Department of Justice, Federal Correctional Institution, Dublin, California.

Yabusaki, A. (February 8 & 19, 1999). Stress Management for Asians. Professional development for counselors at the University of California, Berkeley, Tang Center, Berkeley, California.

Yabusaki, A. (January 22, 1999). Asian Pacific Islanders: Understanding Context. Professional development for counselors, United States Department of Justice, Federal Correctional Institution, Dublin, California.

Yabusaki, A. (October 31, 1998). Keynote address: Marriage and Sacred Union: Exploring Contemporary Issues of Faith and Culture in Love. Presented at the Pacific Asian American Center for Theology and Strategies. Japanese Cultural and Community Center of Northern California. San Francisco, California.

Yabusaki, A. (October 9-11, 1998). Empowering the Learner: transmitting culture and developing identity. Presented at the California Association for Mediated Learning, 11th Annual Conference, Oxnard, California

Yabusaki, A. (August 9-14, 1998). Amae and the Adult Child of Aging Japanese American Parents. Presented at the 24th International Congress of Applied Psychology: Nations within Nations: Applied Gerontology in the 4th World Cultures of the United States: Asian-Americans. San Francisco, California

Yabusaki, A. & Hirsch, J. (June 13-17 and July 17-21). Mediated Learning Experience for Classroom Management. Seminars for continuing education for teachers. Oakland Unified

School District, Oakland, California.

Yabusaki, A. (April 17, 1998). The Color of Fear -- Presentation and Discussion. Presentation to the Japanese American Citizens League, Contra Costa Chapter. El Cerrito, CA.

Yabusaki, A. (December 17, 1997). Psychological Issues of Asian Pacific Americans and Immigrants. Professional development for counselors at the United States Department of Justice, Federal Correctional Institution, Dublin, California.

Yabusaki, A. (November 8-9, 1997). Case Presentation and Discussion. Workshops presented at "People in Connection: the Stone Center Relational Theory--Applying Theory to Clinical Practice," Oakland, California.

Yabusaki, A. (October 24-26, 1997). Racism on Campus. A roundtable discussion at the First Summit of the Asian Pacific Women's Leadership Institute, Washington, D.C.

Yabusaki, A. (October 24-26, 1997). The Sandwich Generation: Caring for Aging Parents, Family, and Career. Workshop presented at the First Summit of the Asian Pacific Women's Leadership Institute, Washington, D.C.

Yabusaki, A. (September 18-21, 1997). Mediating Culture in Psychotherapy. Workshop presentation: 10th Annual Conference of the California Association for Mediated Learning, Sacramento, California.

Yabusaki, A. & Hirsch, J. (July 7-14, and July 21-25, 1997). Mediated Learning Experience for Classroom Management. Continuing education seminar for teachers in the Oakland Unified School District, Oakland, California.

Yabusaki, A. & Garrett-Browder, L. (June 18, 1997). Training on Counseling Skills to women From Women's Shelter program in Hokkaido, Japan. Presentation at Rosebridge Graduate School, Concord, California.

Yabusaki, A. (May 22, 1997). Psychotherapy with Diverse Clients, Professional development presentation at Eden Medical Center, Castro Valley, California.

Yabusaki, A. (May 17, 1997). Conflict Resolution Across Generations. A workshop for Ismaili (Muslim) community, Milpitas, California.

Yabusaki, A. (May 15, 1997). Training on Diversity. Women's Rape Center, San Pablo, California.

Yabusaki, A. (April 21, 1997) Training on Diversity. Japanese American Network of Mental Health Workers. Oakland, California.

Yabusaki, A. (October 10-16, 1996). Domestic Violence. Panel presentation and workshop at the Women's Space ON Conference. Sapporo American Center (U.S. Embassy). Sapporo, Hokkaido, Japan.

Yabusaki, A. (November 18, 1995). Reflections of a Sansei on the Fourth International Women's Forum in Beijing. Sansei Legacy Project 5th Anniversary Dinner, Alameda, CA.

Yabusaki, A. (November 3, 1995). Report from Beijing: Women's Forum. Panel presentation sponsored by JFK University. Orinda, California.

Yabusaki, A. (October 27, 1995). Views of the World Conference on Women--Beijing 1995. Panel presentation, sponsor by Japanese American Citizens League, Berkeley, Contra Costa and Diablo Valley Chapters. El Cerrito, CA.

Yabusaki, A. (July 30, 1995). Dynamic Assessment. Urban Indian Center, Oakland, CA.

Yabusaki, A. (June 1-4, 1995). Psychological Impact of the Incarceration on Japanese Americans. Presented at a National Conference for the Association for Asian American Studies: Identities, Politics, and Policies: Asian Americans in National and Transnational Contexts. Oakland, CA.

Yabusaki, A. (March 26-28, 1995). "The Japanese American Experience: A model of the Asian American family in transition." Paper presented to the Asian-American Network, Ecumenical Association of Third World Theologians (EATWOT). Pacific & Asian American Center for Theology & Strategies. Berkeley, California

Yabusaki, A. (August 11, 1994). Exploring the Individual Through the Community, paper presented to the Asian American Psychological Association Conference, Los Angeles. Published in the Proceedings.

Yabusaki, A. (February 2, 1994). Sexism from a Minority Experience, workshop presented to the National Board of Directors, United Church of Christ, Redwood City, California.

Yabusaki, A. (July 18-20, 1993). The Transitioning Asian American Family in a Multicultural society. Paper and workshop presented at the Asian American Psychological Association, Northern California Conference. Published in the Proceedings.

Yabusaki, A. (February 19, 1992). Generational and Psychological Effects of the Internment on Japanese Americans. Fiftieth anniversary commemoration of Executive Order 9066. Panel moderator at the University of California, Berkeley.

Yabusaki, A. (January 11, 1992). Asian Americans: Cultural Awareness Training. Panel moderator and presenter to the University of California Berkeley and City of Berkeley Police Departments. Berkeley, California.

Yabusaki, A. (April 13, 1988) Oral History and the Family. A workshop presented at the First Annual Conference on Geriatrics and Retirement for Japanese Americans, San Francisco, California.

Yabusaki, A. (April 10, 1987). Poster session: Model of a Drug and Alcohol Treatment Program for Adolescents. California Statewide Drug and Alcohol Prevention Conference, San Francisco, California.

1985-1988 Presentations to parents and children in the schools on drug and alcohol abuse. East-Bay, California.

1975-1978. Conducted numerous parenting classes for the community. Tucson, Arizona.

Resume

Kenichi Ken Yabusaki
47-670 Halemanu Street
Kaneohe, HI 96744

(808) 348-0839 MobilePhone

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Email: geckogroup@cs.com

Education

- 1975 Ph.D., Biochemistry, University of Arizona, Tucson, Arizona.
Dissertation: "Synthesis of Short Acyl Chain Analogs of Lecithin, Lysolecithin and Glycollecithin. Application to the Fatty Acyl Chain Specificities of Phospholipase A₂" from *Crotalus admanteus* venom.
- 1968 Graduate Student, Biochemical Plant Pathology, Washington State University, Pullman, Washington.
- 1967 B.A., Chemistry, Western Washington University, Bellingham, Washington.

Professional and Research Accomplishments

Associate Researcher University of Hawaii, Department of Pathology
John A. Burns School of Medicine, 2004-2007. Lipid Associated with Chronic Fatigue Syndrome and Relationship to Ciguatera Poisoning

Private Consultant, Biochemistry and Biomedical Diagnostic Assay Design and Development, and Educational Product Development, Albany, California. 1982-Present.
Consult on research & development of homogeneous and heterogeneous diagnostic immunoassay systems. Use of enzymes, substrates, various labels (e.g., fluorescent, chemiluminescent) and liposome based assays. Develop educational games for children/adults.

Co-founder and President, Advanced Biodiagnostics Corporation, La Jolla, California. 1991-92. Research & development and manufacture of biomedical diagnostic test kits for systemic rheumatic diseases.

Co-founder and Vice President of Scientific Affairs, Naxcor, Palo Alto, California. 1987-1991. Research and development of crosslinkable DNA probe chemistries and applications to diagnostic test formats: solution hybridization, dot blot and *in situ* hybridization. Helped to establish the Scientific Board of Advisors, negotiate a contract with a major Japanese diagnostics company, and initiate the research and development efforts.

Director of Biotechnology Applications, Advanced Polymer Systems, Inc., Redwood City, California. 1985-86. Developed and patented a serologic test for syphilis based on the use of micropolymer particles, coordinated the clinical testing and regulatory approval by the FDA in the form of a 510 (k).

Co-Founder and Senior Scientist, Hana Biologics, Inc., Alameda, California. 1979-1982. (Hana Biologics, Inc. became Somatix Therapeutics). Set up entire Research & Development Laboratories. Hired, trained, and supervised technical and support staff. Invented a simple immunological assay for detection of surfactant phospholipids in amniotic fluid. Devised and directed the large scale production of fibroblast growth factor from bovine pituitary glands for human cell culture media.

Post-Doctoral Research

Studied polysaccharide-lipid interactions at monomeric concentrations by a fluorescent enhancement technique.

Chemically and enzymatically modified the 6-O-methylglucose containing polysaccharides of *Mycobacterium smegmatis*. Covalently coupled "reporter" groups to polysaccharide to study polysaccharide- lipid interactions.

Synthesized and characterized a fluorine-19 containing analog of acetyl-Coenzyme A (Trifluoroacetyl-Coenzyme A) to study acetyl-Coenzyme A binding sites(s) on macromolecules by F¹⁹ nuclear magnetic resonance.

Demonstrated a structural specificity for the interaction of certain polysaccharides with lipids by proton magnetic resonance and polarimetry.

Purified a thioesterase from *Mycobacterium smegmatis* and determined its kinetic constants and specificities. Applied the enzyme to study long acyl chain Coenzyme A-methylated polysaccharide interactions.

Synthesized and performed gas chromatographic and mass spectroscopic analysis on various alkylated derivatives of guanosine and 2-deoxy-guanosine.

Academic Appointments & Education Related Activities

Adjunct Faculty, John F. Kennedy University, Orinda, CA. Holistic Studies Program. 2000

Adjunct Faculty, Rosebridge Graduate School of Integrative Psychology, Concord, CA. Taught: "Paradigms of Human Research". 1998

Dissertation/Master's Thesis Committee Member, Served on graduate students' doctoral dissertation and master thesis committees at the University of Hawai'i, Manoa. 2008-present

Honors, Awards, Military Service

University of California, Berkeley, United States Public Health Service
Postdoctoral Fellow, National Institute of Allergy, and Infectious Diseases, 1975-77.

University of Arizona, NDEA Title IV Pre-Doctoral Fellow, 1971-74.

Vietnam War Era Veteran, United States Army, 18th Airborne Corps Artillery, Fort Bragg, North Carolina. Chemical and Special Weapons Officer, 1968-70. Rank: First Lieutenant.

Professional Organizations

American Chemical Society, National, Member
American Chemical Society, No. California Section, Member
American Association for Clinical Chemistry, Member

Scientific Publications

1. Hokama, Y., Yabusaki, K., Hamajima, A. Isobe, M. 2005. Biological activity of ciguatoxin fragment ABCD on the sodium channel: The functional part of ciguatoxin on neuroblastoma Na⁺ channel in tissue cultures. Abstract submitted to and presented at PacifiChem Meetings, Honolulu, Hawai'i.
 2. Kenichi Ken Yabusaki, Ph.D., Yoshitsugi Hokama, Ph.D., Cara Campora, Nicole Higa, Courtney Suma, 2005. Immunological, toxicity, cell culture and physical-chemical analyses of a ciguatoxin like substance isolated from *Ctenochaetus strigosus* (Kole) surgeonfish implicated in a ciguatera outbreak on the island of Kauai, Hawai'i. Submitted to and presented at PacifiChem Meetings, Honolulu, Hawai'i.
 3. Hokama, Y. Yabusaki, K., Ebesu, J. S. M., 2004 Ciguatoxin and related polyethers in fish tissues and extracts. Membrane immunobead Assay: A collaborative study. Submitted to Association of Official Analytical Chemists.
 4. Yabusaki, K.K. and Hokama, Y., Purification and characterization of lipid components (Chronic Phase Lipids) of sera associated with chronic fatigue syndrome (CFS): reactivity to mouse monoclonal antibody to the JKLM domain of ciguatoxin and effects on neuroblastoma cells. Submitted to the National CFIDS Foundation, Inc. 2003
 5. Garite, T. J., Yabusaki, K. K., Moberg, L. J., et. al. "A new rapid slide agglutination test for amniotic fluid phosphatidylglycerol: Laboratory and clinical evaluation". Am. J. Obstet. Gynecol. 147: 681, 1983.
 6. Yabusaki, Kenichi K. and Ballou, Clinton E. "Long -chain fatty Acyl-Coenzyme A thioesterase from Mycobacterium smegmatis. In Methods in Enzymology: Lipids, J. M. Lowenstein (Editor), Vol. 71. New York, Academic Press, Inc., 1981.
- Yabusaki, Kenichi K. and Ballou, Clinton E. "Effects of polymethylpolysaccharides on the rate of hydrolysis of palmitoyl-Coenzyme A by a thioesterase purified from Mycobacterium smegmatis". J. Biol. Chem. 254: 12314, 1979.
8. Yabusaki, Kenichi K., Cohen, Robert E., and Ballou, Clinton E. "Conformational changes associated with complex formation between a mycobacterial polymethylpolysaccharide and palmitic acid". J. Biol. Chem. 254: 7282, 1979.
 9. Yabusaki, Kenichi K. and Ballou, Clinton E. "S-Trifluoroacetyl-Coenzyme A: A F-19 analog of acetyl-Coenzyme A". Biochemistry 17: 875, 1978.
 10. Yabusaki, Kenichi K. and Ballou, Clinton E. "Interaction of polymethylpolysaccharides with parinaric acid and mycobacterial palmitoyl-Coenzyme A: Structural specificity and monomeric dissociation constants". Proc. Nat. Acad. Sci. U.S.A. 75: 691, 1978.

11. Yabusaki, Kenichi K. and Wells, Michael A. "1-Hydroxy-2-tert-butylidimethylsilyl-sn-glycero-3-phosphorylcholine. A useful intermediate in the synthesis of short acyl chain 1-acyl-sn-glycero-3-phosphorylcholines". *Chem. Phys. Lipids* 17: 120, 1976.
12. Yabusaki, Kenichi K. and Wells, Michael A. "Binding of calcium to phosphatidylcholines as determined by proton magnetic resonance and infrared spectroscopy". *Biochemistry* 14: 162, 1975.
13. Yabusaki, Kenichi K. and Wells, Michael A. "A facile synthesis of 1-acyl- ethyleneglycol-2-phosphorylcholines". *Biochim. Biophys. Acta* 296: 546, 1973.

Non-Scientific Publications

1. Yabusaki, K., "Why Can't the Community Let Go?", Pacific Citizen, Vol 129, Nov. 26-Dec. 2, 1999
2. Yabusaki, K., "From *Ozoni* to Spam-*musubi*": A Lesson for Race Relations, Pacific Citizen, Volume 127 (111), December 1998.
3. Yabusaki, K. K., "A Long Way to Go", Pacific Citizen, Vol 126, Feb 20-March 5, 1998.
4. Yabusaki, K., "Playing the Race Card-Again", Berkeley Chapter, Japanese American Citizens League Newsletter, December 1997 issue.
5. Yabusaki, K., "Berkeley JACL Civil/Human Rights Committee - A Rare Breed?", Northern Notes, Volume 3 (2), June 5, 1997.
6. Yabusaki, K., "Back to the future--Affirmative Action", Pacific Citizen, Holiday Issue, December 1996-B-7.

Patents

1. Yabusaki, Kenichi K., U.S. Patent, US 4,388,412.
2. Yabusaki, Kenichi K., PCT Int. Appl. Wo. 8302,672.
3. Yabusaki, Kenichi K., Isaacs, Stephen T., and Gamper, Howard B., Jr., U.S. Patent, US 4,599,303.
4. Yabusaki, Kenichi K., U.S. Patent, US 4,738,932.
5. Saba, Don, Glass, Richard S., Yabusaki, Kenichi K., U.S. Patent, US 5,082,934.

Community Service

- 1995-99 Member, Editorial Board, *Nikkei Heritage*, publication of the National Japanese American Historical Society, San Francisco, CA

- 1994-96 Member, Board of Directors, National Japanese American Historical Society, San Francisco, CA
- 1994 Co-coordinator, Pacific Mountain Region of the American Friends Service Committee Conference on "Racism and Economic Justice", Oakland, CA, April 15-16, 1994.
- 1994 Representative of the Immigrant and Refugee Community Task Force of Alameda County, Oakland, CA.
- 1995 Member of the Advisory Board, American Viet League, Oakland, CA
- 1993-2000 Member, Asian Cancer Coalition, Cancer Education Prevention Center, Summit Medical Center, Oakland, CA.
- 1992-1998 Co-chair, Civil Rights Coalition of the East Bay.
- 1987-Present Japanese American Citizens League, Berkeley Chapter.
Co-President, 1991 & 1992, Board of Directors, 1987-1997,
Co-chair of the Civil/Human Rights Committee, 1991-1997,
- 1996-Present Japanese American Citizens League, Berkeley Chapter,
Board of Trustees, Treasurer.

Stephanie W. Batzer, Esq., LSW

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Phone: 808-358-5151 E-Mail: stephanie.batzer@gmail.com
HI License # 10689, D C License # 156370, LSW #2539

Summary of Qualifications

- Nine years experience as a Court Appointed Special Advocate volunteer guardian ad litem, representing the best interest of ten children in five high-conflict cases.
- Eighteen years extensive experience in family crisis intervention and ocean conservation service through volunteer work with non-profit public service organizations.
- Completed Child and Family Forensic Certificate program at the Center of Excellence for Children, Family, and the Law through William James College.
- United States Army Lieutenant Colonel (Retired); twenty-two years of service supervising, mentoring, training soldiers and executing communications support around the Pacific Rim.

Education

Master of Laws, Child and Family Law, Loyola University of Chicago, Chicago, Illinois	Enrolled
Juris Doctor, William S. Richardson School of Law, University of Hawaii, Honolulu, Hawaii	2016
Master of Social Work, Myron B. Thompson School of Social Work, University of Hawaii, Honolulu, Hawaii	2013
Master of Science, Information Systems, Hawaii Pacific University, Honolulu, Hawaii	2001
Bachelor of Arts, Political Science, Johns Hopkins University, Baltimore, Maryland	1989

Experience

Owner/Operator Stephanie W. Batzer, MSW, LLC, dba For the Keiki Child/Family Social Work, Child/Family Law, HI License # LSW 2539	2012– Present
<ul style="list-style-type: none"><input type="checkbox"/> Trained Parenting Coordinator, Guardian ad Litem, Best Interest Fact Finder; court appointed and parent selected visit supervisor.<input type="checkbox"/> Comfortable working in high conflict cases.<input type="checkbox"/> Certified Active Parenting trainer, with an emphasis on conflict free co-parenting.	
Law Office of Mei Nakamoto Legal Intern/Law Clerk	2015– 2016
<ul style="list-style-type: none"><input type="checkbox"/> Complete legal forms and draft correspondence.<input type="checkbox"/> Conduct legal research and prepare motions.	
Booz Allen Hamilton, Honolulu, Hawaii Associate	2004 – 2012
<ul style="list-style-type: none"><input type="checkbox"/> Deputy Program Manager with oversight and supervisory responsibilities for multiple teams dispersed globally, working with the United States Navy.<input type="checkbox"/> Strategic planner at the US Pacific Command, responsible for the War on Terror Campaign Plan.<input type="checkbox"/> Lead transformation planner developing Navy information technology governance and policy for security, legacy application retirement, asset management, identity management, and communications infrastructure.	

Sina P. Pili, MSW

Sina is a Pacific Islander woman of Hawaiian and Samoan ancestry raised in Laie on the North Shore of Oahu. Married to Davis Pili and together have four precious children. In her personal time she enjoys spending quality family time, jogging, eating good food, and serving within her home community and church capacity.

Experience

- Hui Hanai Pono Consulting LLC, Founder & Principal Consultant
- Dept. of Education, Behavioral Health Specialist & Suicide Prevention Trainer
- Dept. of Public Safety, Work Furlough, Case Manager
- Dept. of Public Safety, Oahu Intake Service Center, Pretrial Officer
- Alaka'i Na Keiki, Intensive-In-Home Therapist & Skills Trainer
- 5+ years of direct experience with FASD

Education

- 2010 Masters of Social Work
University of Hawaii
- 2007 Bachelors of Arts Psychology
Brigham Young University-Hawaii

Vivian Aiona

Bio:

Born and raised in Honolulu, **Vivian Aiona** retired in 2002, from a 25-year career in the airlines. Having raised four children with her husband Duke Aiona, Vivian then poured herself into her church and community, advocating for family, and social issues.

Vivian has served on boards such as the *Salvation Army* and the former *Fetal Alcohol Task Force*, and she led the *Bereavement Ministry* at her church for ten years; she now oversees the *Respect Life Ministry* at the same place of worship, concentrating on LIFE issues affecting our keiki to kupuna.

Also, having worked alongside her husband for the non-profit *Hawaii Family Advocates*, sister organization of the *Hawaii Family Forum*, Vivian has a deep conviction to lift and support Hawaii's families.

January 9, 2021

Alan H. Shinn

Over 40 years of administration, management, and direct service experiences with non-profit organizations providing substance abuse, mental health, youth and family, and developmental disabilities services in Hawaii and California. As the Executive Director for Coalition for a Drug-Free Hawaii, 2001- 2016, oversaw management of personnel, diverse programs, and complex funding resources. Responsible for fundraising activities through governmental and private sources. Provided vision and leadership for the Board of Directors, staff, and volunteers in areas of program development and fundraising. Represented agencies before the public and advocated for needs of diverse ethnic populations and disabilities groups. Provided leadership and representation to various multicultural, human services, and community-based service collaboratives. Currently retired. Enjoy walking dogs, surfing, and helping to care for my 98-year old mother, while practicing "safe in place" activities with my wife due to the pandemic.

?

Cleo Brown, Principal Consultant, Community Advocate

Cleo's passion for team building and brand advocacy is rare in financial services. As Head of Café Operations and community affairs for ING Direct in the USA, she built a culture that put its cafes at the center of the brand's national profile and made community outreach a pillar in its success. Before leaving her mark on America's most successful online bank, Cleo acquired deep experience in multi-national financial service groups, in executive posts at Custom House, Thomas Cook and Deak International.

Cleo is married 55 years to Carl Brown, Retired HPD and they have three adult daughters, one adult son and seven grandchildren.

<https://www.linkedin.com/in/cbrown07/>

Professional History:

Windward Financial LLC, Certified Retirement Educator (DOE) (2018-present)
 TEK Consulting Service, Founder & Principal Consultant (2016-present)
 Encore FX (USA), Chief Compliance Officer (2020)
 Encore FX (USA), Management Consultant (2018-2020)
 ZenBanx Inc., Vice President Business Development and Human Resources (2012–2016)
 ING DIRECT, Head of Cafe Operations USA (2011-2012)
 ING DIRECT, Head of Cafe Operations – Hawaii (2007- 2012)
 Diverse Services, Inc., President and Principal Consultant (2000-2007)
 Custom House Global Foreign Exchange, Vice President Retail (2003-2007)
 Thomas Cook, Inc., Senior Vice President (1990-2000)
 Deak International, Vice President (1978-1990)
 Deak & Co., Inc., Asset Manager for Nicholas Deak, (Hawaii), (1978-1984)

Community Volunteer:

Ceeds of Peace, Director, (2021 – present)
 Hawaii FASD Action Group, Board President (2020-present)
 Moanalua Garden Foundation Board (2019-present)
 BBB Northwest/Pacific, Advisory Board (2018-2020)
 BBB Hawaii, Board of Directors, Chair (2017-2018)
 Lanakila Pacific Foundation, Vice Chair (2016 – present)
 BBB Hawaii, Board of Directors, Vice Chair (2015 - 17)
 Better Business Bureau, HI Chair Programs & Marketing Committee (2016-17)
 Chaminade University, Hogan Entrepreneurs, Board of Advisors (April 2013 – present)
 Junior Achievement, Hawaii Board of Directors, (2010 – 2013)
 Hawaii Women's Business Center, Board of Directors, (2002- 2004)
 SBA Small Business Volunteer Counselor and Mentor (2002 – present)

Consulting Clients:

American Express, Bank of Ireland, Hawaiian Host, Alu Like, Kamehameha Schools, Epic Ohana, Inc., Family Programs Hawaii, Native Imports LLC, Hawaii FASD Action Group, Ceeds of Peace, Hawaii HomeOwnership Center are a few proud projects.

CURRICULUM VITAE

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WORK EXPERIENCE

April 2016-Present: Independent Contractor

Provide training and technical assistance to families, agencies, systems of care, and states to address the prevention and treatment of fetal alcohol spectrum disorders (FASD). Participate as a member of the Pennsylvania FASD Task Force Executive and Medical Committees.

June 2015-April 2016: SAMHSA Fetal Alcohol Spectrum Disorders (FASD) Center for Excellence - Northrop Grumman Corporation, Rockville MD

Part-time work as a Behavioral Research Scientist and Fetal Alcohol Spectrum Disorders Specialist. Provide content expertise to the Center and to the Substance Abuse and Mental Health Services Administration (SAMHSA), including materials development and review and support to the Information Resource Center. Work with national partner organizations to implement activities to improve the prevention and treatment of fetal alcohol spectrum disorders. Develop and present webinars for these organizations as requested.

January 2015-July 2015: Children and Families First of Delaware, Wilmington DE

Co-Facilitator for a pilot project of three Six-Week Educational Programs for Non-offending caregivers of children who have been sexually abused. Presented a curriculum developed by the Children's Advocacy Center of Delaware with information regarding child sexual abuse, the effects on the child and the caregiver, and self care as well as providing support and guidance to caregivers.

November 2014-Present: Private Consulting, Philadelphia PA

Provide training and technical assistance on a wide variety of issues including fetal alcohol spectrum disorders, mental illness, co-occurring issues, anger management, person first language, and modifying interventions to improve outcomes, to a wide variety of audiences.

December 2001-November 2014: SAMHSA Fetal Alcohol Spectrum Disorders (FASD) Center for Excellence - Northrop Grumman Information Technology Health Solutions, Rockville MD

Behavioral Research Scientist, Fetal Alcohol Spectrum Disorders Specialist, and Senior Trainer. Provide content expertise to the Center and to the Substance Abuse and Mental Health Services Administration (SAMHSA), including materials development and review and support to the Information Resource Center. Develop presentations and evaluation criteria and provide training and technical assistance to individuals, families, agencies, systems of care, communities, states,

and Center personnel to improve the prevention and treatment of FASD. Work with state and local personnel to develop coordinated approaches to address a condition that is costly both financially and in terms of people's lives. Develop and implement a SCOT (strengths, challenges, opportunities, and threats) approach to state and provider personnel. Support the Center's Expert Panels and the Center Project Director. Respond to requests from the SAMHSA Project Officer. Responsibilities also include the development of a consultant database, review of policy initiatives for the field of FASD, and present at local, regional, national, and international events. Contributed to a Report to Congress on Co-occurring Disorders which was delivered in 2002, and a government report on Homelessness and Individuals with Cognitive Impairments.

July 1993-December 2001: MCP Hahnemann University-Behavioral Healthcare Education, Philadelphia PA

Instructor, Department of Psychiatry. Developed and presented behavioral healthcare education courses for those who work in public and private agencies in the fields of mental health, mental retardation, and substance abuse. Attendees included psychiatrists, psychiatric aides, psychologists, social workers, nurses, childcare workers, case managers, family members, consumers of services, program administrators, regional and state personnel, and hospital staff. Developed curriculum in the following areas: Fetal Alcohol Syndrome, Loss and Grieving, Child and Adolescent Development, Disturbances in Development, Child Sexual Abuse, Impulse Control Disorders, Psychopharmacology, Attention Deficit Disorders, Stress and Burnout, Team Building, and Youth and Violence. Training responsibilities also included state-approved regional training for new Adult and Children's Intensive Case Managers, Resource Coordinators and Supervisors, the development and presentation of a new 10-day Team Case Management curriculum for the City of Philadelphia, and agency-specific technical assistance to implement optimal case management programs. Chair of a work group charged with the development and implementation of a behavioral health training series throughout the tri-state area. Participated on a Statewide Office of Mental Health and Substance Abuse Services workgroup to address the integration of Mental Health and Substance Abuse services for children and adolescents in the State of Pennsylvania. Additional responsibilities encompassed the provision of consultative and technical assistance services to agencies, organizations, and counties throughout the United States as requested and developing and presenting institutes and workshops at international, national, regional, state, and local conferences.

March 1988-April 1993: Albert Einstein Medical Center, Philadelphia PA

Clinical Manager in the Department of Social Work Services at a 640-bed tertiary care facility. Served as the social worker for AEMC's Hemophilia Center, incorporating ongoing counseling and providing concrete services to children, adolescents, and adults with hemophilia and their families around issues of chronic illness, hepatitis, and AIDS. Wrote the annual federal grant to fund the Hemophilia Center. Developed and implemented conferences and support groups for these patients and families. Collaborated on a multi-disciplinary regional committee on the development and successful presentation of a grant proposal to the Centers for Disease Control and Prevention for two Regional Couples Retreats. Served on the Federal Region III Executive Committee. Frequent collaborator with nurses and social workers of the other hemophilia centers in the Delaware Valley; co-facilitation of a monthly men's support group; member of the Outreach Demonstration Project Advisory Committee; and participated in local, state, regional,

and national hemophilia meetings and activities. Work also encompassed direct service to patients and families on pediatric oncology, medical-surgical, and psychiatric units.

Administrative work included the coordination of the Quality Assurance Program for the Department; collaboration with the director and the other clinical manager (the department's administrative team) on program development and implementation; development of a high risk screening tool; preparation for JCAHO surveys; coordination and presentation of information at a weekly hospital-wide interdisciplinary length of stay meeting; attendance at hospital Quality Assurance Panel and Utilization Review Quality Assurance Group meetings; participation on the Medical Staff's Ethics Consultation Panel; participation in interdisciplinary ethics rounds for residents; development and implementation of a series of in-service programs for nurses on the oncology floor; supervision of nine M.S.W. social workers and two community mental health center case managers; supervision of social work students; presentations to new residents.

January 1986-March 1988: Hospital of the University of Pennsylvania, Philadelphia PA

Clinical social worker in a 700-bed University hospital to cover the Orthopedic, Urology, Dermatology, and Dental Medicine Services. Developed and implemented a counseling/discharge planning role for the social worker in the newly established Bone Tumor Service and became an integral member of the treatment team. Implemented an ongoing in-service/support program for nurses working with bone tumor patients. Supervised master's level social work students.

June 1984-January 1986: Albert Einstein Medical Center Mt. Sinai-Daroff Division, Philadelphia PA

First Oncology social worker in this 250-bed community-based teaching hospital. Provided ongoing counseling and concrete services for oncology patients and their families. Developed and initiated an annual innovative anti-smoking program for school children throughout the South Philadelphia area. Provided in-service training for nursing and social work staffs. Participated in interdisciplinary conferences. Initiated group programs for cancer patients and their families. Participated on the Board of Directors of the South Philadelphia Unit of the American Cancer Society.

January 1979-June 1984: Jewish Family Service of the Delaware Valley, Bristol PA

Family counselor. Work included individual, marital, and family counseling; supervision of MSW and BSW students. Developed and presented Jewish Family Life Education programs to the Bucks County community. Served as liaison to schools, social service agencies, community groups, and funding sources. Consultant to the Information and Referral Network of Bucks County, the Adoptive Grandparents Program, and the Rabbinic Cabinet of Bucks County. Participated in the Council of Executives. Collaborated with the United Way of Bucks County in the development of the first telephone book Blue Pages in the area.

CONSULTANT WORK

May 2017-Present: Massachusetts Bureau of Substance Abuse Services

Work as an independent contractor with the Institute for Health and Recovery and an independent contractor who utilizes a process improvement approach, to implement a six-month

project for four residential substance use treatment agencies to screen older adolescents and adults for a possible FASD and modify approaches. This has included training staff of each agency, attending and presenting at meetings of the change teams of the four agencies, providing site visits for each of the eight programs participating in this project, and providing regular coaching calls to support the integration of this approach into their work.

April 2017-Present: Michigan Department of Health and Human Services, Mental Health Services to Children and Families

Work as an independent contractor to develop and implement a screening and assessment protocol for children and adolescents ages birth to eighteen to identify those with a possible FASD, implement modifications to approaches, and refer those appropriate to a specialized FASD program for parents. This approach is initially piloted in three counties. The implementation includes providing training, follow up, and ongoing coaching to staff at agencies implementing this program.

April 2016-Present: University of Missouri CDC Practice and Implementation Center

Provide content expertise in the development and implementation of online and in person trainings on FASD prevention and intervention for social work.

January-August 2015: Texas Department of State Health Services

Provide training for residential substance use treatment centers on recognizing FASD, implementing treatment modifications, and FASD prevention throughout the state of Texas.

EDUCATION

New York State Certification	C.S.W. - February 1975
Wurzweiler School of Social Work	M.S.W. - June 1974
University of Rochester	B.A. - June 1969

PUBLICATIONS

January 2016: "FASD and Shootings: What's Fair" Response to Commentary by Dr. Bell, Clinical Psychiatry News, P. 12.

2015: "Screening für Fetale Alkoholspektrumstörungen: Ein entscheidender Schritt zur Verbesserung der Versorgung" Grant TM, Novick Brown N, Dubovsky D, Chapter 3 in Becker G, Hennicke K, Klein M eds. "Suchtgefährdete Erwachsene mit Fetalen Alkoholspektrum-störungen" 51-62.

November 2013: "Screening in treatment programs for Fetal Alcohol Spectrum Disorders that could affect therapeutic progress" Grant TM, Novick Brown N, Graham C, Whitney N, Dubovsky D, Nelson L, International Journal of Alcohol and Drug Research 2013 2(3): 37-49

- March-April 2013: "The Impact of Prenatal Alcohol Exposure on Addiction Treatment" Grant TM, Novick Brown N, Dubovsky D, Sparrow J, Ries R, Journal of Addiction Medicine 7(2): 87-95
- Spring 2011: "Legal and psychological implications of nondisclosure in the adoption of a child with Fetal Alcohol Spectrum Disorder" Williams SJ, Dubovsky D, Merritt J, Journal of Psychiatry and Law 39: 193-214
- March 2005: "It's Been a Year Already... You Mean It's Only Been a Year?" Journal of FAS International, Vol. 3, Toronto Canada
- Winter 02/Spring 03: "My Son Could Have Been Saved" FAS Times, Published by FAS Family Resource Institute, Lynwood WA
- Fall 2000: "Working with or Parenting an Individual with Fetal Alcohol Syndrome" FAS: A Resource Guide, Published by Children Awaiting Parents Inc., Rochester NY
- August 1999: "Living and/or Working with an Angry Child" Perspectives on Adoption Newsletter
- Spring 1999 "Alcoholism & Substance Abuse: Better Treatments for Recovery" Audiotape Home Study Program, Continuing Medical Education Inc.
- November 1997 "Therapeutic Alliances: What Helps and What Hinders From a Consumer and Family Perspective," Video and Audio Tape, 14th Annual NADD Conference
- November 1997 "Fetal Alcohol Syndrome Through the Life Span: Etiology and Diagnosis" Congress Syllabus, U.S. Psychiatric and Mental Health Congress
- November 1997 "Fetal Alcohol Syndrome Through the Life Span: Clinical Sequelae" Congress Syllabus, U.S. Psychiatric and Mental Health Congress
- November 1997 "Fetal Alcohol Syndrome Through the Life Span: Treatment" Congress Syllabus, U.S. Psychiatric and Mental Health Congress
- April 1997 "Fetal Alcohol Syndrome: A Non-Psychiatric Diagnosis with Significant Psychological Sequelae" Congress Proceedings of International Congress III of the National Association for the Dually Diagnosed (NADD)
- April 1997 "Loss and Grieving: A Lifelong Process for People with Disabilities and Their Families," Congress Proceedings of International Congress III of NADD
- November 1996 "Ethical and Boundary Issues in Working with People with Dual Diagnosis and Their Families," Conference Proceedings of NADD
- November 1995 "Loss and Grieving: A Lifelong Process for Consumers and Families," Conference Proceedings of the National Association for the Dually Diagnosed
- November 1995 "Loss and Grieving: A Lifelong Process for Consumers and Families," Video Tape, 11th Annual Conference of the National Association for the Dually Diagnosed
- December 1994 "Loss and Grieving: A Lifelong Process for Consumers and Families" Conference Proceedings of the National Association for the Dually Diagnosed

September 1992-Contributor to Booklet entitled "Coping & Caring: Cancer Questions"
Published by U.S. Bioscience

SELECTED PRESENTATIONS

- "Improving Outcomes for Persons with Intellectual Disabilities and Mental Health/Substance Use Issues by Recognizing Fetal Alcohol Spectrum Disorders and Modifying Approaches," PA Department of Human Services Office of Developmental Programs Professional Education Series, Mechanicsburg PA, July 2018
- "Raising the Focus on, and Funding for, FASD in Hawaii," Hawaii FASD Action Group, Honolulu HI, June 2018
- "Fetal Alcohol Spectrum Disorders (FASD) Four Session Workshop Series," Delaware Post Adoption Connections, Dover DE, May 2018
- "Addiction in Adults with FASD," 8th International Research Conference on Adolescents and Adults with FASD, Vancouver BC, April 2018
- "Creating and Maintaining a Positive Focused System of Care," 8th International Research Conference on Adolescents and Adults with FASD, Vancouver BC, April 2018
- "Setting Children and Families Up to Succeed by Recognizing Neurocognitive Impairments such as FASD and Modifying Approaches," Department of Behavioral Health and Intellectual Disability Services, Philadelphia PA, March 2018
- "Improving Outcomes in Treatment for Individuals with Fetal Alcohol Spectrum Disorders (FASD)," Brook Lane Health Services, Frederick MD, March 2018
- "Setting Children and Families Up to Succeed by Recognizing Neurocognitive Impairments such as FASD and Modifying Approaches," The Early Head Start Program at Children's Hospital of Philadelphia, Philadelphia, PA February 2018
- "Reducing Childhood Trauma by Recognizing Fetal Alcohol Spectrum Disorders (FASD)," Transformational Collaborative Outcomes Management Conference, San Antonio TX, October 2017
- "The Complexities of FASD: Working Towards Successful Outcomes," The Norwest Community Health Centres and the Fetal Alcohol Spectrum Awareness Committee, Thunder Bay, Ontario, September 2017
- "Improving Retention and Success in Treatment Settings: Making Needed Modifications," 2017 KITS Conference, Houston TX, June 2017
- "Improving Retention and Success in Treatment Settings: Making Needed Modifications," 2017 Childhood Trauma and Injury Prevention Conference, Harrisburg PA, April 2017
- "Addressing Issues to Improve Outcomes for Individuals with Fetal Alcohol Spectrum Disorders (FASD) and Others," Saginaw County Community Mental Health Authority, Saginaw MI, March 2017
- "Setting Youth Up to Succeed by Adjusting Our Approaches," Children and Families First, Dover DE, March 2017
- "PA MHI FASD Webinar Series Part 1: The Essential Role of the Medical Home," January 2017
- "Improving Outcomes by Successfully Preventing, Recognizing, and Intervening with Individuals with an FASD or Other Issues that Impact Success," South Carolina FASD Collaborative Fall Forum, Columbia SC, January 2017
- "Improving Outcomes in All Settings by Recognizing and Responding to Fetal Alcohol Spectrum Disorders (FASD)," BHSSBC-Health Choices, Somerset PA, October 2016

- “Effects of Substance Exposure on Children and Families: Why Are Behaviors that Appear Willful Often Not and Why We Need to Modify Our Approaches,” 2016 Substance Use and Pregnancy Conference, Waterville ME, September 2016
- “Improving Outcomes in Psychiatric Treatment by Recognizing the Impact of Fetal Alcohol Spectrum Disorders and Modifying Approaches,” Grand Rounds State University of New York at Buffalo, September 2016
- “Addressing FASD in Child Welfare,” Child Welfare League of America Annual Conference, Orange County CA, August 2016
- “Preventing Fetal Alcohol Spectrum Disorders (FASD) and Recognizing Those with an FASD to Improve Outcomes,” Holcomb Behavioral Health Systems, Morton PA, June 2016
- “Improving Outcomes in All Settings by Recognizing and Responding to Fetal Alcohol Spectrum Disorders (FASD),” Community Care Behavioral Health, Tannersville PA, June 2016
- “Fetal Alcohol Spectrum Disorders and Addiction Treatment: Improving Outcomes,” MOFAS, Minneapolis and Duluth MN, April 2016
- ”How to Survive and Thrive Raising a Person With FASD,” MOFAS Spring Conference, Minneapolis MN, April 2016
- “Success: How Do We Define It? Is It the Same for Everyone? How Do We Help People Achieve It?” University of British Columbia Biennial Conference on Adolescents and Adults with FASD, Vancouver BC, April 2016
- “Non-compliant, Unmotivated, Treatment Resistant? Perhaps Not. Recognizing Underlying Issues that Impact Treatment Approaches,” Grand Rounds, Drexel University Department of Psychiatry, Philadelphia PA, March 2016
- “Working with Caregivers Who May Have a Fetal Alcohol Spectrum Disorder,” Office of Child Development and Early Learning, Harrisburg PA, March 2016
- “How Fetal Alcohol Spectrum Disorders Impact the Justice System,” Delaware Office of Defense Services, Wilmington DE, March 2016
- “Improving Outcomes for Children and Adolescents and Their Families by Identifying Underlying Issues Such as Fetal Alcohol Spectrum Disorder,” Leading the Way B & L Resources for Children, Youth and Families 9th Annual Conference Winnipeg Manitoba, November 2015
- “Supporting Families Raising Individuals with an FASD,” Family Programs Hawaii, Kapolei Hawaii, April 2014
- “Improving Outcomes in Treatment Settings by Identifying Unrecognized Disorders that Affect Brain Functioning and Modifying Treatment,” Resources for Human Development, Philadelphia PA, April 2014
- “Improving Outcomes in Programs for Those Often Seen as Non-Compliant or Unmotivated by Recognizing Fetal Alcohol Spectrum Disorders or Other Subtle Cognitive Issues,” HealthRIGHT360, San Francisco and Los Angeles CA, February 2014
- “Reducing the Risk of Alcohol Exposed Pregnancies Through Fetal Alcohol Spectrum Disorders (FASD) Prevention and Intervention Strategies,” 21st Oklahoma Conference on Child Abuse and Neglect in collaboration with the 10th National Alliance for Drug Endangered Children Conference, Oklahoma City OK, November 2013
- “The Interface of Fetal Alcohol Spectrum Disorders with Behavioral Health and Developmental Disabilities,” National Association of County Behavioral Health & Developmental Disability Directors, Webinar, October 2013

- "Improving Outcomes in Treatment by Screening Women for a Possible Fetal Alcohol Spectrum Disorder and Modifying Interventions," Pregnant and Parenting Women Subcommittee of the Women's Services Network of the National Association of State Alcohol and Drug Abuse Directors, Webinar, September 2013
- "Taking a Positive Approach to Improving the Lives of Individuals with an FASD and Their Families," Ann Arbor MI, September 2013
- "Strategies to Help Adolescents and Adults Succeed," Massachusetts Department of Public Health, Worcester MA, April 2013
- "The Interface of Fetal Alcohol Spectrum Disorders and the Addiction Treatment System," St. Christopher's Hospital for Children Grand Rounds, Philadelphia PA, March 2013
- "FASD Training of Trainers," Minnesota Department of Human Services and MOFAS, Minneapolis MN, January 2013
- "Improving Outcomes in Systems of Care by Addressing the Prevention and Treatment of Fetal Alcohol Spectrum Disorders," Kern County Mental Health Association, Bakersfield CA, December 2012
- "Strategies for Improving Outcomes for Individuals with FASD: Role of Enforcement, Corrections and Social Services," South Carolina Drugs of Abuse Conference, Columbia SC, December 2012
- "Raising a Person with an FASD: Supporting Positive Outcomes," NOFAS Virginia, Fairfax VA, November 2012
- "Fetal Alcohol Spectrum Disorders (FASD): Preventable...Treatable...Or Both?" Erie County Council for the Prevention of Alcohol and Substance Abuse Annual Meeting, Buffalo NY, October 2012
- "An Evidence-Based Model for Preventing FASD among Women at Risk of Alcohol-Exposed Pregnancies," 25th Annual National Prevention Network Research Conference, Pittsburgh PA, September 2012
- "Recognizing and Responding to Fetal Alcohol Spectrum Disorders (FASD): A Key to Achieving Positive Outcomes for Individuals and Their Families," Hawaii Department of Human Services, Child Welfare Services, Honolulu, Kapolei, Wailuku, Kona, Hilo, and Lihue HI, March and June 2012
- "How Did the Corrections System Become our Primary Method of Providing Care: Is This Social Justice?" Keynote Presentation, 5th National Biennial Conference on Adolescents and Adults with FASD: It's a Matter of Justice, Vancouver BC, April 2012
- "It Is a Matter of Justice!" Closing Keynote Presentation, 5th National Biennial Conference on Adolescents and Adults with FASD: It's a Matter of Justice, Vancouver BC, April 2012
- "Towards Developing a Manual for Residential Treatment Centers to Support Individuals with an FASD and Their Families," 5th National Biennial Conference on Adolescents and Adults with FASD: It's a Matter of Justice, Vancouver BC, April 2012
- "Identification and Utilization of Strengths and Abilities: Key to Successful Outcomes," 5th National Biennial Conference on Adolescents and Adults with FASD: It's a Matter of Justice, Vancouver BC, April 2012
- "Optimizing Success in Education by Recognizing a Possible Fetal Alcohol Spectrum Disorder,"

- Gwynedd Mercy College School of Education, Gwynedd Valley PA, April 2012
- ‘Improving Outcomes by Identifying a Hidden Disability that is 100% Preventable: Fetal Alcohol Spectrum Disorders,’ Cumberland-Perry Drug & Alcohol Commission and the Substance Abuse Prevention Coalition, Camp Hill PA, March 2012
- “Improving Outcomes in Treatment by Recognizing Possible Fetal Alcohol Spectrum Disorders,” Hawaii Island Psychological Association, Waimea HI, March 2012
- “Optimizing Success at Home and School for Youth with a Fetal Alcohol Spectrum Disorder,” Leeward Department of Education, Pearl City HI, March 2012
- “Recognizing and Responding to Fetal Alcohol Spectrum Disorders (FASD): A Key to Achieving Positive Outcomes for Individuals and Their Families,” Teleconference, Aetna Behavioral Health University, Blue Bell PA, February 2012
- “Improving Outcomes in the Treatment of Mental Health Disorders by Recognizing Fetal Alcohol Spectrum Disorders,” Psychiatry Grand Rounds, The Queen’s Medical Center, Honolulu HI, October 2011
- “Fetal Alcohol Spectrum Disorders: A Key Role for Obstetricians and Gynecologists,” Grand Rounds, Kapiolani Women and Children’s Medical Center, Honolulu HI, October 2011
- “Optimizing Success at Home and School for Youth with a Fetal Alcohol Spectrum Disorder,” State of Hawaii Department of Education, Kaneohe HI, October 2011
- “Recognizing and Responding to Fetal Alcohol Spectrum Disorders (FASD): A Key Role for Pediatrics,” Pediatric Grand Rounds Kapiolani Women and Children’s Medical Center, Honolulu HI, October 2011
- “The Impact of Unrecognized Fetal Alcohol Spectrum Disorders (FASD) on Outcomes for Persons in Systems of Care,” Iowa Statewide Case Management Conference, Des Moines IA, August 2011
- “Fetal Alcohol Spectrum Disorders: Impact of Disruptions in Affect Regulation and Practice Modifications,” Montgomery County PA Office of Drug and Alcohol and Magellan Behavioral Health, Montgomery County Department of Health and Montgomery County Community College, Blue Bell PA, June 2011
- “A Matter of Life or Death: Therapeutic Alliances is Not Just a “Nice” Thing to Do,” Laurel Ridge Treatment Center, San Antonio TX, May 2011
- “Raising a Person with an FASD: Supporting Positive Outcomes,” Upper Bay Adoption and Counseling Services, Milford DE, March 2011
- “Improving Outcomes for Individuals, Families, and Service Providers,” Mississippi Department of Mental Health, Jackson MS, February 2011
- “Understanding Issues in Affect Regulation for Youth with Disabilities,” Upper Peninsula Special Education Conference, Marquette MI, February 2011
- “FASD and Co-occurring Disorders: Treatment Strategies for Adolescents and Adults,” 4th Annual Houston FASD Consortium Conference, Houston TX, October 2010
- “Modifying Treatment Approaches to Improve Outcomes for Individuals with an FASD or Other Cognitive Deficits,” National Conference on Addiction Disorders, Washington DC, September 2010
- “Recognizing and Responding to Students and Families with Possible Fetal Alcohol Spectrum

- Disorders (FASD)," Early Childhood Institute ESC XIII, Austin Texas, July 2010
- "Modifying Approaches to Improve Outcomes for Women in Treatment Who Have Fetal Alcohol Spectrum Disorder," The Fourth National Conference on Women, Addiction and Recovery: Thriving in Changing Times, Chicago IL, July 2010
- "Improving Outcomes for People with an Unrecognized Co-occurring Disorder," 41st New England School of Addiction Studies and 10th New England School of Prevention Studies, Colchester VT, June 2010
- "We've Come a Long Way... Where Do We Go From Here?" Closing Plenary Session, Fourth National Biennial Conference on Adolescents and Adults with Fetal Alcohol Spectrum Disorder, Vancouver BC Canada, April 2010
- "Working with Individuals with an FASD and Mental Health Concerns," National Conference on FASD, Sault Ste-Marie MI, April 2010
- "Fetal Alcohol Spectrum Disorder (FASD): Intervening Successfully with Youth and Families," Children and Families First, Dover DE, April 2010
- "FASD Prevention and Treatment for Substance Abuse Professionals," Arctic FASD Regional Training Center, Anchorage AK, March 2010
- "Accurately Recognizing All Co-occurring Disorders as a Key to Improving Outcomes in Treatment," Psychiatry Residency Program at Queen's Medical Center, Honolulu Hawaii, January 2010
- "Working with Adolescents and Adults Receiving Social Services Who May be Affected by an FASD or Other Cognitive Disorders," State Agency Personnel, Worcester MA, October 2009
- "Adapting Motivational Interviewing and Other Approaches for Individuals with an FASD and Other Cognitive Limitations," Department of Professional Development and Applied Studies, University of Wisconsin, Madison WI, October 2009
- "Fetal Alcohol Spectrum Disorder Across the Life Span," Institute for Health Economics Province of Alberta FASD Consensus Development Conference, Edmonton Alberta, October 2009
- "Working with Individuals with Do Not Respond to Typical Approaches: Who Are They? What Can We Do to Improve Outcomes?" State of Delaware Department of Children, Youth, and Families, Division of Child Mental Health Services, Stanton DE, September 2009
- "How FASD Impacts Mental Health and Substance Abuse Treatment and Prevention," SAMHSA Headquarters, Rockville MD, September 2009
- "Understanding and Addressing the Complex Needs of People with FASD," Sioux Lookout Community Action Partnership for FASD, Sioux Lookout ON, September 2009
- "Two Sides of the Prevention Coin: Addressing Fetal Alcohol Spectrum Disorders," Commonwealth Prevention Alliance 19th Annual Prevention Conference, State College PA, June 2009

- "Tools for Success: Working with Youth with a Fetal Alcohol Spectrum Disorder in the Juvenile Justice System," Preconference Training, National FASD Conference, Madison WI, April 2009
- "Optimizing Success at School and Home for Youth with an FASD," National Youth atRisk Conference, Savannah GA, March 2009
- "Stopping the Revolving Door," Public Health Agency of Canada, Toronto ON, November 2008
- "Reducing Adoption and Foster Care Disruptions by Recognizing Prenatal Alcohol Exposure," SCDSS Adoption Conference, Columbia SC, November 2008
- "Anger and Affect Regulation in Children and Adolescents: Understanding and Addressing the Issues," Bucks County Intermediate Unit, Doylestown PA, November 2008
- "Optimizing Outcomes for Individuals and Families Involved in the Justice System: The Importance of Recognizing FASD," Alaska Judges and Magistrates, Anchorage AK, October 2008
- "Recognition of Misdiagnosis and Co-occurrence of Mental Health Disorders with FASD: Key to Positive Outcomes," International Conference on FASD, Banff AB, May 2008
- "Medication Use for Children and Adolescents with FASD: Implications for Individuals, Families, and Providers," Third National Biennial Conference on Adolescents and Adults with FASD, Vancouver BC, April 2008
- "Global Assessment of Functioning (GAF) Training," CUMFI Wellness Centre, Saskatoon SK, March 2008
- "Stress and Burnout: Maintaining a Semblance of Reason," Children and Families First, Dover DE, September 2007
- "Why Does This Youngster Keep Getting Into Trouble? What Do I Do?" Virginia Juvenile Justice Conference, Hampton VA, June 2007
- "The Rewards and Challenges of Living and Working with an Individual with an FASD," Southeast Alaska Regional FASD Conference, Juneau AK and FASD Summit, Dillingham AK, January 2007
- "Why Isn't This Person Responding to Treatment? Is There Something Else I Need to Know?" NADD 23rd Annual Conference, San Diego CA, October 2006
- "A Matter of Life or Death: A Family's Story of the Importance of Recognizing Underlying Disorders," Fetal Alcohol Spectrum Disorders Summit, Salt Lake City UT, October 2006
- "Normal Development: What Is It, Why Do We Need to Know About It, How Do We Help People Transition Through These Developmental Stages," The First Fraser Regional Conference on Fetal Alcohol Spectrum Disorder, Maple Ridge BC, September 2006
- "Improving Outcomes by Identifying a Hidden Disability That is 100% Preventable," Keynote address, 17th Annual Kansas School Nurses Conference, Wichita KS, July 2006
- "Families Living with FASD," Inaugural Minnesota FASD Conference, St Paul MN, June 2006

- "New Beginnings, Better Endings: Adapting Practice and Programs and Promoting Collaboration to Improve Outcomes for Adolescents with FASD," Coalition on Alcohol and Pregnancy, Winnipeg MB, June 2006
- "Improving Outcomes for Individuals in the Justice System," District of Columbia University Legal Services, Washington DC, May 2006
- "Grief, Loss, and Recovery," Pre-conference presentation with Brenda Knight, 2nd Biennial Conference on Late Adolescents and Adults with FASD, Vancouver BC, May 2006
- "Balancing Freedoms and Protection for Persons with Disabilities," 2nd Biennial Conference on Late Adolescents and Adults with FASD, Vancouver BC, May 2006
- "Supporting Intergenerational Wellness by Recognizing and Preventing Prenatal Alcohol Exposure," 8th Annual Dr. Lonnie E. Mitchell National HBCU Substance Abuse and Mental Health Conference, Washington DC, April 2006
- "Improving Outcomes in Residential Care for Individuals with an FASD," North Star Behavioral Health Services, Anchorage AK, April 2006
- "Individualizing Treatment Planning for Individuals with an FASD," Family Centered Services of Alaska, Fairbanks AK, April 2006
- "Examining the Impact of FASD on Early Development," Partnerships in Early Childhood Conference, Anchorage AK, April 2006
- "FASD: A Message of Hope," Alberta FASD Conference, Calgary AB, March 2006
- "Growing Stronger Communities by Addressing Spirituality and the Effects of Alcohol Use on The Next Generation," Native Women and Men's Wellness Conference, San Diego CA, March 2006
- "Effective Mental Health and Addictions Interventions for Persons with FASD," 2-day training for the Supported Housing Project for Persons with FASD, Saskatoon SK, January 2006
- "Hidden Disability: FASD among Youth in the Juvenile Justice System," 2006 National Office of Juvenile Justice and Delinquency Prevention Conference, Washington DC, January 2006
- "Raising a Child with an FASD: A Family Story," 2005 Zero Exposure Statewide Conference, Tampa FL, November 2005
- "Fetal Alcohol Spectrum Disorders: A Personal Account of Recognizing and Intervening with Individuals Affected by Prenatal Alcohol Exposure," Nebraska Prevention Leadership Institute, Lincoln NE, November 2005
- "Transitioning from Residential Settings to the Community: Enhancing Success," Alaska FASD Summit, Anchorage AK, November 2005
- "Improving Outcomes in Health Care by Recognizing and Treating Fetal Alcohol Spectrum Disorders," National Indian Health Board 22nd Annual Consumer Conference, Phoenix AZ, October 2005

- "Strategies for Working with People Who Are Homeless and Have Developmental Disabilities," National Training Conference Addressing Homelessness for People with Mental Illness and/or Substance Use Disorders, Washington DC, October 2005
- "Supporting the Growth of Adolescents by Recognizing Underlying FASD, Sherman Indian High School, Riverside CA, August 2005
- "Foster Care and Adoption Disruptions: Improving Outcomes by Recognizing Underlying Prenatal Alcohol Exposure," 17th Lookin' to the Future Conference, Natchez MS, July 2005
- "The Impact of FASD on Everyday Life," Keynote address, FAS Conference, Glasgow Scotland, July 2005
- "FASD: What Is It and How Can We Improve Outcomes by Recognizing It?" Keynote address, 2nd FAS Conference, Wigan England, July 2005
- "Hidden Harm: The Impact of Foetal Alcohol Spectrum Disorders," British Association for Adoption and Fostering Annual Health Group Seminar, Birmingham England, July 2005
- "Improving Outcomes for People Who "Fail" in Treatment: Recognizing FASD as Co-occurring Disorders," 6th Annual Arizona Practice Improvement Collaborative Summer Institute, Sedona Arizona, July 2005
- "Being a Dad: The Joy of My Life and the Bane of My Existence," 2nd Mississippi FASD Symposium, Jackson MS, May 2005
- "Living with FASD: A Family's Story," Minnesota Organization on FAS Annual Meeting, Minneapolis MN, April 2005
- "Supporting Intergenerational Wellness by Recognizing and Preventing Fetal Alcohol Spectrum Disorders," Annual Native Wellness and Women Conference, San Diego CA, April 2005
- "Socialization Coaching: An Essential Component to Successful Interactions," Pre-conference Presentation, Western Canadian Adults with FASD Conference, Winnipeg Manitoba, March 2005
- "It Ought to be Safe to have a Disability" FASD National Conference, Equality of Access: Rights and the Right Thing to Do, Victoria, British Columbia, Canada, February 2005
- "Developing and Utilizing a Process for Examining Behaviors: Creating Strategies for Successful Interventions" 28th Annual Indian School on Alcohol and Other Drug Related Issues, Albuquerque New Mexico, February 2005
- "Accurately Recognizing All co-occurring disorders as Key to Improving Treatment Outcomes," National System of Care conference, Dallas TX, February 2005
- "Case Management for Individuals with FASD," Keynote address, NJ FAS Education and Prevention Conference, Newark NJ, October 2004
- "Foetal Alcohol Syndrome: Why Is It Relevant to Me and What Do I Need to Know," Presentation to Medical Staff, Springfield Hospital, London England, September 2004
- "The Impact of FASD on Everyday Life: What Are the Struggles," Keynote address, FASawareUK Inaugural Conference, Wigan England, September 2004

- "Building a Circle of Support for Families Affected by Addictions and FASD: Behavioral Aspects, Women Across the Life Span: A National Conference on Women, Addiction, and Recovery, July 2004
- "Improving Community Life by Addressing Risks of Alcohol Use for Current and Future Generations," 2004 National UNITY Youth Leadership Conference, June 2004
- "Working with Individuals Who "Just Don't Get It": The Impact of Fetal Alcohol Spectrum Disorders in Corrections," State of Delaware Public Defenders, Wilmington DE, April 2004
- "All Quiet on the Home Front...NOT!" closing keynote presentation, Adults with FASD: Swimming Upstream-A Reality Check Conference, Vancouver BC, March 2004
- "The Revolving Door: Why Standard Treatment Doesn't Work," Adults with FASD:Swimming Upstream-A Reality Check Conference, Vancouver BC, March 2004
- "Fetal Alcohol Spectrum Disorders: Identification, Linkages, and Advocacy," 18th Annual Maternal and Child Health Coordinating Conference, February 2004
- "Treatment of Women with Substance Use Disorders as Primary Prevention of Fetal Alcohol Spectrum Disorders," Alcoholism and Substance Abuse Providers of New York State Conference, New York NY, January 2004
- "Behavioral Manifestations of FASD," The Institute for Psychiatric Services," Atlanta GA, December 2003
- "Tools for Improving Outcomes in School: Recognizing Fetal Alcohol Spectrum Disorders as a Key to Success for "Difficult" Children in the Classroom," Keynote address, Louisiana Safe and Drug Free Schools Conference, Alexandria LA, November 2003
- "Utilizing a Socialization Coach: The Whys and Hows," Keynote address, Iowa State Association of Counties/County Case Management Services Annual Conference, Des Moines IA, August 2003
- "Research Trends on American Indian and Alaska Native Substance Abuse," IHS/CSAT National Behavioral Health Conference, San Diego CA, June 2003
- "FASD and Employment," Keynote address, Ottawa Canada FAS Conference, March 2003
- "Schizophrenia: What Does It Look Like? Why Is It Possible in Those With FASD? How Do We Treat It?" FAS and Other Drug Related Effects: Doing What Works-The University of British Columbia FAS Conference, Vancouver BC, February 2003
- "Motivational Interviewing: Can a Motivational Interviewing Strategy be Used with Individuals With FAS/FAE?" FAS and Other Drug Related Effects: Doing What Works-The University of British Columbia FAS Conference, Vancouver BC, February 2003
- "The Changing World of Psychotropic Medication," FAS and Other Drug Related Effects: Doing What Works-The University of British Columbia FAS Conference, Vancouver BC, February 2003

- "Anger in Children and Adolescents: Understanding and Addressing the Needs," Pre-conference Presentation, FAS and Other Drug Related Effects: Doing What Works-The University of British Columbia FAS Conference, Vancouver BC, February 2003
- "Therapeutic Alliances: What Helps and What Hinders from a Consumer and Family Perspective," Alaska's FAS Summit 2002, Anchorage AK, November 2002
- "FAS is Not for Children Only: Strategies for Adolescents and Adults with FASD," Alaska's FAS Summit, Anchorage AK, November 2002
- "The Use of Medication for the Treatment of Mental Health Difficulties: An Overview," Alaska's FAS Summit, Anchorage AK, November 2002
- "Therapeutic Alliances: What Helps and What Hinders from a Consumer and Family Perspective," 10th National Case Management Conference, Washington DC, November 2002
- "Adherence to Medication: Addressing the Issues," 10th National Case Management Conference. Washington DC, November 2002
- "Treatment Failures: Assessing the Impact of a Family History of Alcoholism," 10th National Case Management Conference, Washington DC, November 2002
- "Failures in Treatment: Fetal Alcohol Spectrum Disorders as an Explanation," Roundtable, APHA 130th Annual Meeting, Philadelphia PA, November 2002
- "Reducing Recidivism: Assessing the Impact of a Family History of Substance Use," Pennsylvania Juvenile Probation Officers 2-day training, Harrisburg PA, September 2002
- "Altering Strategies for Optimal Success with Mothers and Babies: The Importance of Identifying Prenatal Alcohol Exposure in the Mothers," Roundtable, National Healthy Mothers, Healthy Babies Conference, Clearwater FL, July 2002
- "Impulse Control Disorders and the Use of Cognitive Behavioral Approaches to Address Anger," Delaware Department of Services for Children, Youth and Families, Dover DE, July 2002
- "Mood Disorders in Children and Adolescents" National Adoption Center, Philadelphia PA, June 2002
- "Reducing Recidivism in Corrections: The Importance of Recognizing Prenatal Alcohol Exposure" 2002 TASC-DTC Training Conference, New Bern NC, April 2002
- "The Changing World of Psychotropic Medication: Newer Medications and their Use in Psychiatry" West Virginia NASW Conference, Charleston WV, April 2002
- "Supporting Adults Transitioning into the Community" West Virginia NASW Conference, Charleston WV, April 2002
- "Loss and Grieving: An Ongoing Process for Individuals, Families and Providers" Atlantic Canadian Conference on FAS/E, Moncton New Brunswick, March 2002
- "Medications and Their Use in Psychiatry: A Primer for Non-Psychiatrists" Atlantic Canadian Conference on FAS/E, Moncton New Brunswick, March 2002

- "Students Having Difficulty in School? Fetal Alcohol Exposure as a Possible Explanation," Gloucester County Schools Inservice Day, Deptford NJ, November 2001
- "Therapeutic Alliances: What Helps and What Hinders from a Consumer and Family Perspective," with William Dubovsky, National Case Management Conference, Los Angeles CA, October 2001
- "Fetal Alcohol Syndrome: Understanding and Coping with the Challenges of a Lifelong Disability," State of Delaware Early Intervention Summer Training Series, Dover DE, August 2001
- "Anger Management in Children and Adolescents: Understanding the Issues and Developing Interventions," Bucks County Intermediate Unit 22, Doylestown PA, July 2001
- "From Child to Adult: Providing Help to Families and Children with FAS," Southcentral Foundation FAS Conference, Anchorage Alaska, June 2001
- "Failures in Traditional Mental Health and Substance Abuse Treatment Programs: Fetal Alcohol Syndrome as a Possible Explanation," Pre-conference institute, 10th Annual Pennsylvania Case Management Conference, Lancaster PA, June 2001
- "Transitional Planning for Individuals with FAS," Keynote address, Second Annual FAS Conference, St. Paul Alberta, May-June 2001
- "Medication in Psychiatry," Second Annual FAS Conference, St. Paul Alberta, May-June 2001
- "Effects of Medication on Children," Delaware Prevention and Early Intervention Forum, Dewey Beach DE April 2001
- "Fetal Alcohol Syndrome and Developmental Disabilities," Six-week training for Fourth Year Psychiatry Residents and Child Fellows, MCP Hahnemann University, Philadelphia PA, March-April 2001
- "Cognitive Approaches in Children and Adolescents," The Woodlands, Wilkes-Barre PA, March 2001
- "Stress Management: Maintaining a Semblance of Reason," Invited Speaker, Biennial Fetal Alcohol Syndrome and Other Drug Effects Conference, University of British Columbia, Vancouver British Columbia, February 2001
- "Anger Management with Children and Adolescents," Bucks County Schools Special Education In-service Day, November 2000
- "Assessment and Treatment of Violence in Youth," 2-day training for International NASW and USAREUR, Hirschburg Germany, September 2000
- "Partnerships: A Linchpin to Providing Optimal Services," Keynote presentation, Iowa State Association of Counties 8th Annual Case Management Conference, Des Moines Iowa, August 2000
- "Psychopharmacology for Children and Adolescents," Division of Family Services of the State of Delaware, Milford Delaware, July 2000
- "It Takes a Village," Perspectives on Adoption Conference, Rochester NY, November 1999

- "Shout It Out," Perspectives on Adoption Conference, Rochester NY, November 1999
- "Controlled Chaos," Perspectives on Adoption Conference, Rochester NY, November 1999
- "Recognizing the Symptoms of Violence in Children and Youth: Helping Students and Teachers Flourish," PA State Education Association Conference, October 1999
- "Brief Treatment of Children and Adolescents: Individual and Group Approaches," Bucks County Schools Intermediate Unit, Doylestown PA, August 1999
- "Assessment and Treatment of Children: Utilization of the Team Approach," Keynote Address, Through the Lifespan: Mental Health Issues in Persons with Developmental Disabilities Conference, Grand Rapids MI, May 1999
- "Working with Parents: Process and Partnership," Pennsylvania Association of School Social Work Personnel, Conshohocken PA, April 1999
- "Attention Deficit Disorder Through the Life Span," Intensive Behavior Management Program, Hagerstown MD, April 1999
- "Fetal Alcohol Syndrome: What Physicians Encounter," British Columbia physicians, Coquitlam BC Canada, February 1999
- "Family-Community-Professional Partnerships: Working Together Towards a Common Goal," Keynote Address, A Community Responds: A Conference with a Difference, Port Moody BC Canada, February 1999
- "It Takes a Village: Persons with Disabilities, Families and Professionals Working Together Towards Solutions," Excellence From the Heart: 15th Annual NADD Conference, Albuquerque NM, November 1998
- "Behavioral Consequences of Prenatal Drug or Alcohol Use: What We See in Schools," Pennsylvania State Education Association's 1998 Education Conference, Hershey PA, October 1998
- "Cultural Competency: A Celebration of Diversity, A Commitment to Difference," National Case Management Conference, Las Vegas NV, September 1998
- "Impulse Control Disorders and Adolescent Suicide," Children's Hospital of Pittsburgh, Pittsburgh PA, May 1998
- "Working with an Angry Child," New York State Citizens' Coalition for Children Annual Conference, Albany NY, May 1998
- "Ethics and Boundaries in Working with Persons with Mental Illness and/or Developmental Disabilities," Lancaster County MH/MR, Lancaster PA, May 1998
- "The Double-Edged Sword: The Professional as a Family Member of a Person with Mental Illness," West Virginia Social Work Conference, Charleston WV, April 1998
- "Fetal Alcohol Syndrome Through the Life Span: Etiology and Diagnosis," U.S. Psychiatric and Mental Health Congress, Orlando FL, November 1997
- "Fetal Alcohol Syndrome Through the Life Span: Clinical Sequelae," U.S. Psychiatric and Mental Health Congress, Orlando FL, November 1997

- "Fetal Alcohol Syndrome Through the Life Span: Treatment," U.S. Psychiatric and Mental Health Congress, Orlando FL, November 1997
- "Time Management," New Hope Community, Liberty NY, September 1997
- "Integrated Service Planning: Linking Assessments, Goals and Outcomes," Keystone Residence Conference, Harrisburg PA, June 1997
- "Child and Adolescent Psychopharmacology," 6th Annual Pennsylvania State Case Management Conference, Lake Harmony PA, June 1997
- "Consumer-Family-Professional Partnerships," 6th Annual Pennsylvania State Case Management Conference, Lake Harmony PA, June 1997
- "Coping and Humor: Managing Stress," Pennsylvania State Parents Involved Network Conference, Harrisburg PA, May 1997
- "Fetal Alcohol Syndrome" Grand Rounds Presentation, Allegheny University of the Health Sciences, Philadelphia, PA, March 1997
- "DSM-IV: The Lost Episodes" with Dr. Ruth Ryan, Plenary Presentation at the National Association for the Dually Diagnosed 13th Annual Conference, Vancouver B.C., November 1996
- "Family-Professional Partnerships: Working Together Towards a Common Goal" National Association for the Dually Diagnosed 13th Annual Conference, Vancouver B.C., November 1996
- "Ethical and Boundary Issues in Working with People with Dual Diagnoses and Their Families" National Association for the Dually Diagnosed 13th Annual Conference, Vancouver B.C., November 1996
- "Parents and Professionals Coping Together: Meeting Our Basic Needs" Delaware County Parents Involved Network Conference, Media PA, October 1996
- "Fetal Alcohol Syndrome Throughout the Life Span" Grand Rounds Presentation, University of Colorado Health Sciences Center, Denver CO, October 1996
- "Fetal Alcohol Syndrome in Psychiatry" Psychiatry Residents' Discussion Group Presentation, Department of Psychiatry, University of Colorado Health Sciences Center, Denver, CO, October 1996
- "Consumer-Family-Professional Partnerships" Presentation to Senior Residents in Public Psychiatry, University of Colorado Health Sciences Center, Denver CO, October 1996
- "Adoption Issues and Concerns: A Developmental Approach" National Case Management Conference, Nashville TN, May 1996
- "Children's Case Management: Values, Principles and Philosophy" One Day Institute National Case Management Conference, Nashville TN, May 1996
- "A Double-Edged Sword: The Professional as Family Member of a Person with Mental Illness" American Psychiatric Association's Institute for Psychiatric Services, Boston MA, October 1995

- “DeStress for Success” New Hope Community 8th Annual Inservice Training Day, Liberty NY, October 1995
- “Child Sexual Abuse” 4th Annual Pennsylvania Case Management Conference, Lake Harmony PA, June 1995
- “Case Management and the HIV-Infected Consumer” National Case Management Conference, Chicago IL, October 1994
- “Promoting Cultural Competency in Case Management” National Case Management Conference, Chicago IL, October 1994
- “Children's Case Management: An Orientation to Values, Principles and Philosophy” with Anita Kinsley, National Case Management Conference, Chicago IL, Oct 1994
- “Parenting a Child with a Serious Emotional Disorder” 3rd Annual Pennsylvania Case Management Conference, Lake Harmony PA, July 1994
- “Stepfamilies and Adoption Issues” 3rd Annual Pennsylvania Case Management Conference, Lake Harmony PA, July 1994
- “HIV and AIDS: The Medical Facts and Issues” 3rd Annual Pennsylvania Case Management Conference, Lake Harmony PA, July 1994
- “HIV and AIDS: Program Development, 3rd Annual Pennsylvania Case Management Conference, Lake Harmony PA, July 1994
- Co-facilitation of Ethics Rounds for physicians at Albert Einstein Medical Center, Philadelphia PA
- Co-facilitation of Ethics Workshop, National Hemophilia Foundation Conference, Chicago IL, October 1992
- Co-facilitation of monthly Hemophilia Men's Support Group, February 1992-March 1993
- Co-facilitation of monthly group for caregivers of persons with Alzheimer's Disease or related disorders
- Co-facilitation of “I Can Cope” series for the American Cancer Society
- Presentation on the Psychosocial Aspects of Cancer to social workers and nurses at Albert Einstein Medical Center and Hospital of the University of Pennsylvania
- Facilitation of weekly Nurses Support Groups at The Hospital of the University of Pennsylvania and Albert Einstein Medical Center-Mt. Sinai Division, Philadelphia PA
- Guest on “A.M. Philadelphia” television show on single people choosing to have children
- Panel member on Edie Huggins' television show discussing cancer care
- Guest on radio talk show discussing individual, marital and family therapy
- Facilitation of groups for Children of Divorced or Separated Parents, People Dealing with Loss, Separated and Divorced Adults

EXPERT PANELS

Association of Reproductive Health Professionals FASDs Consensus Meeting and Report Development, 2015

Institute of Health Economics Consensus Development Conference on FASD for the Province of Alberta resulting in the publication of a Consensus Statement, 2009

Expert Panel on homelessness and cognitive impairment, resulting in the publication of "Invisible: Cognitive Impairment and Homelessness" 2008

Constituent Meeting on Co-Occurring Addictive and Mental Disorders, resulting in the "Report to Congress on the Prevention and Treatment of Co-occurring Substance Abuse Disorders and Mental Disorders" 2002

Child and Adolescent Subcommittee of the Mental Illness and Substance Abuse Consortium resulting in recommendations for training throughout the Commonwealth of Pennsylvania, 1999-2001

CURRICULA AUTHORED or CO-AUTHORED

FASD 201: curriculum for the State of Alaska

Fetal Alcohol Syndrome Across the Life Span

Fetal Alcohol Spectrum Disorders: The Basics

Attention-Deficit/Hyperactivity Disorder Across the Life Span

Schizophrenia

Major Mood Disorders in Children and Adolescents

Impulse Control Disorders in Children and Adolescents

Assessment of Violence in Youth

Treatment of Violence in Youth

Child Sexual Abuse

Anger Management in Children and Adolescents

Normal Child and Adolescent Development

Disturbances in Child and Adolescent Development

Cognitive Approaches with Children and Adolescents

Social Skills for Children and Adolescents

Psychopharmacology for Non-Physicians

Psychopharmacology: Newer Antipsychotic Medications

Psychopharmacology with Children and Adolescents

Supporting Adults Transitioning into the Community

Team Building

Loss and Grieving as an Ongoing Process

3-day orientation training for new Intensive Case Managers and Resource Coordinators

AWARDS and APPOINTMENTS

June 2017: Dedication to FASD in Texas and Beyond Award-Texas Office for the Prevention of Developmental Disabilities

April 2016: Starfish Award-University of British Columbia Interprofessional Continuing Education

June 2005: Northrop Grumman Information Technology Peak Performance Award

October 2003: Election to the Board of Directors of the National Association for the Dually Diagnosed (NADD)

June 2003: Northrop Grumman Information Technology Peak Performance Award

February 2003: Appointment to the Editorial Board of the International Journal on FAS

November 1992: Advisor for the development of training videos for wraparound services in

PA April 1991: Election to the Executive Committee of Federal Region III Hemophilia

Centers November 1987: Volunteer Recognition Award-National Adoption Center

October 1985: Volunteer Achievement Award-American Cancer Society

June 1983: National Rose Month Award-Hilton Inns

May 1983: Social Service Award-Welcome House, Inc



DOING THE
MIGHTIEST

Founded in 1865

William Booth
Founder

Kenneth G. Hodder
National Commander

Douglas Riley
Territorial Commander

Phil Lam
Divisional Commander

Melanie Boehm
Divisional Social Services
Director

Candace Pang
FTS Executive Director

Ray Ogsi
ATF Executive Director

The Salvation Army

Addiction Treatment Services and Family Treatment Services

1-17-22

Cleota G. Brown, President
Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group
P. O. Box 6611
Kaneohe, Hi. 96744-9178

RE: Letter of Support for the Hawaii FASD Action Group Application for the creation of the FASD Social Laboratory

Dear Cleota:

The Salvation Army Family Treatment Services (SAFTS) has been a participant with the FASD Action Group for many years. Several staff members continue to support the important work of the Action Group as we have seen and continue to see in our substance use treatment and supportive housing programs, the impact of prenatal alcohol exposure on the children and adults that we serve.

We support the FASD Action Group's grant application to raise awareness of FASD and improve the systems of care through the *FASD Social Library*. We support their goal of comprehensive training, screening and intervention for individuals impacted by prenatal alcohol exposure and would be interested in partnering with the Action Group in receiving such training and support in order to more appropriately screen for this disorder among our clients and to implement treatment programming that most effectively works with clients that are struggling with both a substance use disorder and FASD.

We will continue to work collaboratively with the Hawaii FASD Action Group on these awareness building and intervention activities. Please do not hesitate to contact me at (808) 739-4945 if you have questions regarding our support for this project.

Sincerely,
Candace Pang, ACSW, LSW, CSAC
SAFTS Executive Director

Participating Agency



Our AUW Designation
Number is 96450

Addiction Treatment Services
3624 Waialana Street • Honolulu, Hawaii'i 96817 •Tel: (808) 595-6371 •Fax: (808) 595-8250
Family Treatment Services
845 22nd Avenue • Honolulu, Hawaii'i 96816 •Tel: (808) 732-2802 •Fax: (808) 734-7470
Visit us at: Hawaii.SalvationArmy.org

January 19, 2022

Cleota G. Brown, President
Hawaii Fetal Alcohol Spectrum Disorders FASD Action Group
P. O. Box 6611
Kaneohe, Hi. 96744-9178

Dear Cleota:

This letter serves as a commitment that The Catalyst Group, LLC (TCG) is willing to provide Evaluation Services to Hawaii FASD Action Group under the condition a Grant in Aid is awarded by the State of Hawaii for Hawaii FASD Action Group's (HIFASDAG) FASD Social Laboratory contract. The awarded contract would be in relation to raising awareness and screening for fetal alcohol spectrum disorders. The term of commitment shall be for one year and renewed annually through an official agreement. HIFASDAG will initiate and enter an official agreement with TCG for the services provided with specific conditions including payment.

With this signed commitment, TCG is committed to working with HIFASDAG to implement, develop, and provide comprehensive evaluation activities. In connection with the contract awarded, activities may include but is not limited to:

- Providing necessary services, qualified personnel, material, and facilities, not otherwise provided by the HIFASDAG or its participating partners.
- Work collaboratively with HIFASDAG staff on developing data collection plans and analyzing results to help inform program implementation.
- Assistance with the construction and review of the program's logic model.
- Consistent scheduled ongoing collaboration and coordination with the HIFASDAG Project Leader, Case Manager, and participating partners and/or Program staff to ensure there is quantitative and qualitative data collection, management, and analysis.
- Collaborate with HIFASDAG and receive support and consultation in developing the program's outcomes forms.
- In collaboration with HIFASDAG board of directors, project staff and administration, develop a multi-method and comprehensive approach to project evaluation of the Project as specified in the Scope of Work.
- Provide assistance with monthly, quarterly, and annual reports as needed by the contract.

Contact information is as follows:

The Catalyst Group, LLC
3615 Harding Avenue, Suite 509
Honolulu, HI 96816

Phone: (808) 739-1992
Email: rkim@tcgoc.com

Sincerely,



Richard Kim, Ph.D.
President, The Catalyst Group, LLC

1/20/2022

Date

MEMORANDUM OF UNDERSTANDING
between
HAWAII FETAL ALCOHOL SPECTRUM
DISORDERS (FASD) ACTION GROUP
and
Lanakila Pacific
For
FASD SOCIAL LAB

Purpose

The purpose of this Memorandum of Understanding (MOU) is to establish an agreement between the Hawaii Fetal Alcohol Spectrum Disorders Action Group (HIFASD) a corporation with a 501(c)3 designation and LANAKILA PACIFIC a 501(c)3, in the support of children impacted by neurological, behavioral, social, emotional, or cognitive disorders, in particular, fetal alcohol spectrum disorders (FASD).

This MOU represents a non-legally binding expression of hope and sincere intent for HIFASD and LANAKILA PACIFIC to work together in partnership, each within its own policies, to support raising awareness for FASD and offering services to clients who may have an FASD. In entering into this agreement HIFASD and LANAKILA PACIFIC acknowledge that they will work closely and cooperatively with the parents and caregivers of its clients.

Background

FASD encompasses a range of effects on the brain and body of individuals prenatally exposed to alcohol. FASD is a lifelong disability. Individuals affected by FASD display various challenges in their daily living and are often misdiagnosed and misunderstood.

FASD-informed education and interventions are critical for individuals and their families. With full support and education, individuals with an FASD will achieve their full potential and lead productive lives.

HIFASD seeks to raise awareness through education, advocacy, and research on the impact of Fetal Alcohol Spectrum Disorder (FASD) on individuals, their families, and the communities of Hawai'i.

Agreement

The FASD Social Lab as depicted in the attached is a new program concept that incorporates innovative multidisciplinary and multi-level interventions that support the clients' movement towards gainful employment and greater independence. These interventions will be coordinated, ethical, adequately funded, and client-centered with input from individuals with FASD and their families.

The Social Laboratory shall include:

Medical Assessment to be provided by trained and certificated professionals with expertise in the assessment/diagnosis of fetal alcohol spectrum disorders. Additionally, the following screened service providers will be recruited, trained, and certified for FASD assessments:

- Physical Therapists
- Occupational Therapists
- Psychologists
- Speech & Language Therapists
- Psychiatrist

Hawaii FASD Action Group to provide:

- Staff training on FASD
- Service provider training on FASD assessments and screening
- Refer clients to the Social Laboratory
- Facilitate and assist referrals for assessments
- Facilitate parent and adult support groups

Lanakila Pacific to provide:

- Employment Program for Interdependent Living to include:
 - Employment Skills
 - Career Planning, Resource Identification and Employment Support
 - Support pursuing employment in the community or applying to internal opportunities at Lanakila Pacific

jointly identify and implement actions that link HiFASD assessment to people who may have an FASD and their families in need of support, including referrals, information sharing, and workshops, to increase the awareness of FASD.

Training of HIFASD and LANAKILA PACIFIC field staff regarding respective agencies programs and activities and potential implementation synergies.

Jointly collecting data from this social laboratory on the number of FASD diagnosed individuals, and to better understand the experiences, processes, and systems needed for individuals with FASD for successful employment and interdependent living, to develop meaningful programs of support and service in Hawaii;

Collaboration in joint funding opportunities related to FASD or proposals for FASD sponsored by either LANAKILA PACIFIC or Hawai'i FASD Action Group.

Identify sites where HIFASD and LANAKILA PACIFIC affiliates have strong relationships with local governments and where LANAKILA PACIFIC has affiliates with the capacity to handle projects of scope to merit inclusion in this MOU.

Programming, Budgeting, Funding, and Reimbursement Arrangement

This MOU is neither a fiscal nor a funds obligation document. Any endeavor involving reimbursement or contribution of funds between the parties to this MOU will be handled in accordance with applicable laws, regulations, and procedures, and will be subject to prior agreement hereunder that shall be affected in writing by representatives of both parties. However, nothing in this agreement restricts or otherwise adversely affects HIFASD or LANAKILA PACIFIC's ability to compete for funds under federal, state, or private grant programs.

This MOU in no way restricts HIFASD or LANAKILA PACIFIC from participating in non-competing activities or arrangements with other entities or state and federal agencies.

Nothing in this MOU shall obligate HIFASD or LANAKILA PACIFIC to expend appropriations or to enter any contract or other obligations. Neither party will submit a claim for compensation to the other party for activities carried out under this MOU except as described in herewith.

Effective Date

This MOU will become effective upon the date of the authorized signatures of both Parties and shall remain in effect until termination by either Party. Either Party may terminate this MOU upon 90 days written notice to the other party. Its provisions will be reviewed annually and amended or supplemented as may be mutually agreed upon in writing.

There are no superseding MOU's on this topic between the parties hereto.

Ann S. Yabusaki, Ph.D., MFT
Founder and Director
Hawaii Fetal Alcohol Spectrum
Disorders (FASD) Action Group

Ann S. Yabusaki

Date Jul 27, 2021

Rona Yagi Fukumoto
President & CEO
Lanakila Pacific


Rona Yagi Fukumoto (Jul 27, 2021 08:45 HST)

Date Jul 27, 2021

