

LANCE C. SMITH

Associate Professor
 The Graduate Program in Counseling
 The University of Vermont
 Phone: (802) 881-6242
 Lance.smith@uvm.edu

I. BIOGRAPHICAL INFORMATION

Academic Appointment

2015 – present Associate Professor
 The University of Vermont
 The Graduate Program in Counseling

2008 – 2014 Assistant Professor
 The University of Vermont
 The Graduate Program in Counseling

Education

2009 Ph.D. Counselor Education and Supervision
 Syracuse University (CACREP)
 Cognate: Research Methodology
 Dissertation: Struggling Against Heteronormativity:
 The Narratives of Seventeen Heterosexuals

2002 M.Ed. School Counseling
 University of Southern Mississippi

1998 Teacher-Licensure Middle School Science and Social Studies
 Lynchburg College

1995 B.A. Interdisciplinary Studies in Philosophy of Religion
 Liberty University

II. PROFESSIONAL CREDENTIALS

2014 Rostered Psychotherapist, State of Vermont, Board of Allied Mental
 Health Practitioners
 #097.0107917

2007 National Certified Counselor, National Board of Certified Counselors
 #225903 - Inactive

2007 Approved Clinical Supervisor, National Board of Certified Counselors
 #225903- Inactive

2002 Licensed School Counselor
Alaska Department of Education and Early Childhood Development

1999 Teacher, Grades 6 – 8
Alaska Department of Education and Early Childhood Development

1999 Middle School Teacher, Science and Social Studies
Virginia Department of Education

III. FELLOWSHIPS

2017 Faculty Fellow, UVM Community-University Partnerships & Service Learning
2015 Fellow, Oxford Symposium for School Based Family Counseling
2004 University Fellow, Syracuse University

IV. ACADEMIC AWARDS & HONORS

American Educational Research Association

2021 Grassroots Community and Youth Organizing Special Interest Group Impact Award

Teaching Award

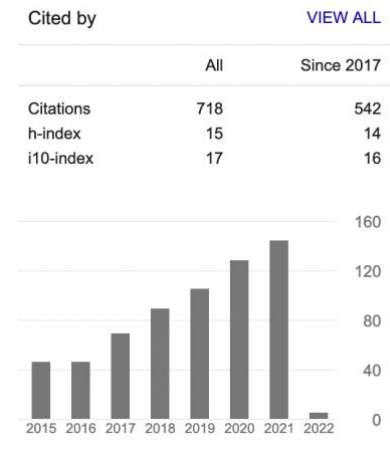
2018 UVM Kroepsch-Maurice Excellence in Teaching Award

Research Awards

2010 Doctoral Research Prize, School of Education, Syracuse University
2010 Doctoral Dissertation Prize, The Graduate School, Syracuse University

V. SCHOLARLY PUBLICATIONS (N=39)

Citations (N=718)



Peer-reviewed Journals (N=29)*

Shin, R. Q., Keum, B. T., **Smith, L.C.**, Lu, Y., Yee, S. (in press) The Development and Validation of the Heterosexism Erasure Scale. *The Counseling Psychologist*.

***Smith, L.C.**, Herbert, A., Payne, A., Grudev, N, Volkmar, S. S., Garnett, B. R., & Aguda-Brown, F. (2021) “Real meaningful change comes from building relationships”: School counselor’s experiences implementing restorative

* Published with students and/or community partners as co-authors

- practices. *The Journal of School Counseling*, 19 (48).
http://www.jsc.montana.edu/articles_2021.html
- Shin, R. Q., **Smith, L. C.**, Verney, C. N., Welch, J. C., Sharma, R., & Eberhardt, M (2020) Accessing counseling services where the rainbow doesn't shine: A heterosexism audit study. *Journal of Homosexuality*.
doi.org/10.1080/00918369.2020.1734377
- *Kervick, C. T., Garnett, B., Moore, M., Ballysingh, T. A., & **Smith, L. C.** (2020). Introducing restorative practices in a diverse elementary school to build community and reduce exclusionary discipline: Year one processes, facilitators, and next steps. *School and Community Journal* 30 (2), 155-186.
- *Garnett, B. R., Kervick C. T., Moore, M., Ballysingh, T. A., & **Smith, L.C.** (2020) School Staff and Youth Perspectives of Tier 1 Restorative Practices Classroom Circles *School Psychology Review*, 1-15.
- *Gonell, Q. E., **Smith, L. C.**, Garnett, B. R., & Clement, L. (2020). Practicing YPAR for School Equity: A Pedagogical Model. *Action Research Journal*.
doi.org/10.1177/1476750319894052
- Kervick C. T., Moore, M., Ballysingh, T. A., **Smith, L.C.** Garnett, & B. R., (2019). The Emerging Promise of Restorative Practices to Reduce Discipline Disparity Affecting Youth with Disabilities and Youth of Color: Addressing Access and Equity. *Harvard Educational Review* 89 (4), 588-610
- *Kervick, C. T., **Smith, L.C.**, Moore, M., Garnett, B. R., & Ballysingh, T. A. (2019) Surfacing student voice by integrating youth participatory action research, restorative practices and critical service learning. *International Journal of Student Voice* (5).
- Wolff, J., Okech, J. E. A., **Smith, L. C.**, Southwick, P. J. C. (2019). Protecting Sexual and Gender Minorities in Academic Institutions with Disallowing Policies: Psychological, Ethical, and Accreditation Concerns. *Training and Education in Educational Psychology*. <http://dx.doi.org/10.1037/tep0000272>
- *Garnett, B. R., **Smith, L. C.**, Kervick, C. T., Ballysingh, T. A., Moore, M. (2019). The emancipatory potential of mixed methods designs: Informing youth participatory action research and restorative practices within a district-wide school transformation project. *International Journal of Research and Method in Education*, (42)3, 305-316. doi.org/10.1080/1743727X.2019.1598355
- *Garnett, B. R., Moore, M., Kidde, J., Ballysingh, T. A., Kervick, C. T., Bedinger, L., **Smith, L. C.** & Sparks, H. (2019). Needs and Readiness Assessment for Implementing School-Wide Restorative Practice: A Community Based

* Published with students and/or community partners as co-authors

- Participatory Action Research Study. *Improving Schools*.
doi.org/10.1177/1365480219836529
- *Shin, R. Q., **Smith, L. C.**, Lu, Y., Welch, J.C., Sharma, R., Verney, C. N., & Yee, S. (2018). The development and validation of the contemporary critical consciousness measure II. *The Journal of Counseling Psychology* (65)5,539-555. Journal Acceptance Rate 5-10%, Impact Factor 2.475
- ***Smith, L.C.**, Garnette, B. R., Herbert, A., Grudev, N., Vogel, J., Keefner, W., Barnett, A., & Baker, T. (2018). The hand of professional school counseling meets the glove of restorative practices: A call to the profession. *Professional School Counseling* (21)1, 1-10. Journal Acceptance Rate 15%
- Smith, L. C.** (2017). Critical Consciousness and School Based Family Counseling: “Seeing” the Pathogen in Order to Dismantle the Pump of Oppression. *International Journal for School-Based Family Counseling*, 8. Retrieved from http://www.instituteschoolbasedfamilycounseling.com/docs/IJSBFC%20-%20critical%20consciousness%20-%20final_LS.pdf Journal Acceptance Rate 25%
- *Shin, R. Q., **Smith, L.C.**, Welch, J., Ezeofor, I. (2016). Is “Allison” more likely than “Lakisha” to get a call back from counseling professionals: A racism audit study. *The Counseling Psychologist* (44)8, 1187-1211. doi:10.1177/0011000016668814 Journal Acceptance Rate 10%, Impact Factor 1.821
- Smith, L. C.**, & Okech, J. E. A. (2016). Negotiating CACREP accreditation practices, religious, and sexual orientation diversity: A rejoinder to Sells and Hagedorn. *Journal of Counseling and Development*, 94, 280-284. doi: 10.1002/jcad.12084 Journal Acceptance Rate 10%, Impact Factor 1.509
- +**Smith, L. C.**, & Okech, J. E. A. (2016). Ethical issues raised by CACREP accreditation of programs within institutions that disaffirm or disallow diverse sexual orientations. *Journal of Counseling and Development*, 94, 252-264. doi: 10.1002/jcad.12082 Journal Acceptance Rate 10%, Impact Factor 1.509
- *Shin, R. Q., Ezeofor, I., **Smith, L. C.**, Welch, J. & Goodrich, K. M. (2016). The development and validation of the contemporary critical consciousness measure. *The Journal of Counseling Psychology*, 63, 210-223. doi: <http://dx.doi.org/10.1037/cou0000137> Journal Acceptance Rate 5-10%, Impact Factor 2.475

⁺ See co-published, peer reviewed rebuttal below

- Smith, L. C.** (2015). Alterity models in counseling: When we talk about diversity, what are we actually talking about? *The International Journal for the Advancement of Counseling*, 37, 248-261. doi: 10.1007/s10447-015-9241-8
- Smith, L. C., & Shin, R.** (2015). Negotiating the intersection of racial oppression and heteronormativity. *The Journal of Homosexuality*. doi: 10.1080/00918369.2015.1073029 Journal Acceptance Rate 10%, Impact Factor 1.364
- *Smith, L. C., Geroski, A. M. & Tyler, K. B.,** (2014). Abandoning Colorblind Practice in School Counseling. *Journal of School Counseling*, 12,(16). Retrieved from <http://www.jsc.montana.edu/articles/v12n16.pdf> Journal Acceptance Rate 25%
- Smith, L. C. & Shin, R.** (2014). Queer blindfolding: Difference “blindness” towards persons who identify as lesbian, gay, bisexual and transgender. *Journal of Homosexuality* 61,940-961. doi: 10.1080/00918369.2014.870846 Journal Acceptance Rate 10%, Impact Factor 1.364
- Smith, L. C.** (2013). How the ASCA national model both promotes and inhibits safe schools for queer youth: An inquiry using critical theory. *The Journal for LGBT Issues in Counseling*, 7, 339-354. doi: 10.1080/15538605.2013.839340 Journal Acceptance Rate 30%
- *Smith, L.C., Shin, R. Q., & Officer, L. M.** (2012). Moving counseling forward on LGBT issues: Speaking queerly on discourses and microaggressions. *The Counseling Psychologist*, 40, 385-408. doi: 10.1177/0011000011403165 Journal Acceptance Rate 10%, Impact Factor 1.821
- **Shin, R. Q., Smith, L. C., Goodrich, K. M., & LaRosa, N. D.** (2011). Attending to diversity among CACREP master’s programs: A pilot study. *The International Journal for the Advancement of Counseling*, 33, 113-126. doi: 10.1007/s10447-011-9116-6
- Goodrich, K.M., Shin, R. Q., & **Smith, L. C.** (2011). The doctorate in counselor education. *The International Journal for the Advancement of Counseling*, 33, 184-195. doi:10.1007/s10447-011-9123-7 Journal Acceptance Rate 30%
- Smith, L.C.** (2009). The anxiety of affirming heterosexuals when negotiating heteronormativity. *Journal of Human Services Education*, 29, 49-58. Journal Acceptance Rate 30%
- +Smith, L.C., & Shin, R. Q.** (2008). Social privilege, social justice, and group counseling: An inquiry. *Journal for Specialists in Group Work*, 33, 351-366. doi: 10.1080/01933920802424415 Journal Acceptance Rate 30%

* Published with students and/or community partners as co-authors

+ See co-published, peer reviewed rebuttals below

Smith, L. C. (2007). Conceptualizing spirituality and religion in counseling: Where we've come from, where we are, and where we are going. *Journal of Pastoral Counseling*, 42, 4-21. Journal Acceptance Rate 20%

Peer Reviewed Book Chapters (N=4)

Smith, L. C. (2015). Interpersonal process recall for group supervision of groups. In M. Luke & K. Goodrich (Eds.), *Group Work Experts Share Their Favorite Activities for Supervision, Vol II* (pp. 10-16). Alexandria, VA: American Counseling Association.

***Smith, L. C.,** Shin, R. Q., Welch, J., & Ezeofor, I. (2015). Critically conscious group supervision of groups. In M. Luke & K. Goodrich (Eds.), *Group Work Experts Share Their Favorite Activities for Supervision, Vol I* (pp. 157-164). Alexandria, VA: American Counseling Association.

Smith, L. C. (2014). Queering multicultural competence in counseling. In R. Goodman & P. Gorski (Eds.), *Decolonizing "Multicultural" Counseling and Psychology: Visions for Social Justice Theory and Practice* (pp. 24-40). New York: Springer.

Smith, L. C., & Geroski, A. M., (2014). Decolonizing alterity models within school counseling practice. In R. Goodman & P. Gorski (Eds.), *Decolonizing "Multicultural" Counseling and Psychology: Visions for Social Justice Theory and Practice* (pp. 99-116). New York: Springer.

Peer Reviewed Encyclopedia Contributions (N=6)

Smith, L. C. (in press) Social class privilege. In S. Dermer (Ed.), *The SAGE Encyclopedia of Multicultural Counseling, Social Justice and Advocacy*. New York: Sage.

Smith, L. C. (in press) Implicit/explicit prejudice. In S. Dermer (Ed.), *The SAGE Encyclopedia of Multicultural Counseling, Social Justice and Advocacy*. New York: Sage.

Smith, L. C. (2017) Heterosexual privilege. In K. Nadal (Ed.), *The SAGE Encyclopedia of Psychology and Gender* (pp. 861-862). New York: Sage. doi: <http://dx.doi.org/10.4135/9781483384269.n>

Smith, L. C. (2017) Male privilege. In K. Nadal (Ed.), *The SAGE Encyclopedia of Psychology and Gender* (pp. 1096-1097). New York: Sage. doi: <http://dx.doi.org/10.4135/9781483384269.n>

Smith, L. C. & Shin, R. Q. (2017) Urban Families. In J. Carlson & S. Dermer (Eds.), *The SAGE Encyclopedia of Marriage, Family and Couples Counseling* (1747-

* Published with students and/or community partners as co-authors

1752). New York: Sage. doi: <http://dx.doi.org/10.4135/9781483369532.n524>

Shin, R. Q. & **Smith, L. C.** (2017). Heterosexual Male Identity Development. In K. Nadal (Ed.), *The SAGE Encyclopedia of Psychology and Gender* (pp. 853-855). New York: Sage. doi: <http://dx.doi.org/10.4135/9781483369532.n524>

Peer Reviewed Article Responses/Rebuttals to Dr. Smith’s Work (N=4)

Sells, J. N. & Hagedorn, W. B. (2016). CACREP accreditation, ethics, and the affirmation of both religious and sexual identities: A response to Smith and Okech. *Journal of Counseling and Development*, 94, 265-279. doi: 10.1002/jcad.12083

Holcomb-McCoy, C. (2008). A response to “social privilege, social justice, and group counseling: An inquiry.” *The Journal for Specialists in Group Work*, 33, 367-369. doi: 10.1080/0933920802424423

Pederson, P. (2008). A response to “social privilege, social justice, and group counseling: An inquiry”: Inclusive cultural empathy and the search for social justice. *The Journal for Specialists in Group Work*, 33, 370-376. doi: 10.1080/0933920802424431

Roysicar, G. (2008) A response to “social privilege, social justice, and group counseling: An inquiry”: Counselor’s competence within systemically determined inequalities. *The Journal for Specialists in Group Work*, 33, 377-384. doi: 10.1080/0933920802424456

VI. GRANTS AND FUNDING

Year	Amount	Title & Funding Source	Role
Awaiting Review			
2021	\$100,000	<i>Nellie Mae Education Foundation Strengthening Coalitions and Movement Building Grant</i>	Co-I
Current Garnered Support			
2018	\$30,000	<i>Transforming the Burlington School District through Restorative Practices: A Multi-Disciplinary, Community Action Research Endeavor.</i> University of Vermont Office of the Vice President for Research (OVPR) REACH Grant.	PI
2018	\$8,500	Integrating Youth Participatory Action Research into the Burlington School District’s Implementation of Restorative Practices, College of Education and Social Services, University of Vermont	PI
2018	\$7,500	Mixed methods case study of restorative practices implementation in a diverse elementary school,	Co-I

		College of Education and Social Services, University of Vermont	
2018	\$15,000	Transforming the Burlington School District through Implementation of Restorative Practices, College of Education and Social Services, University of Vermont	Co-I
2016	\$2,500	CESS International Scholarship Initiative Funding Agency: College of Education & Social Services, The University of Vermont	PI
2014	\$10,411	<i>Is the couple Keith and Michelle more likely to receive a call back from counseling professionals than the couple Keith and Randall?: A Masked Audit Study</i> Funding Agency: College of Education & Social Services	PI
2013	\$3,714.00	<i>Failing Better: One Straight Guy's Journey from Militant Homophobe to LGB and Transgender Ally and Activist</i> Funding Agency: College of Education and Social Services, The University of Vermont	PI
Not funded			
2020	\$158,250.00	<i>Amplifying Youth Voice: Nellie Mae Education Foundation</i>	PI
2019	\$3,000,000.00	<i>WHITE PAPER National Center for Restorative Justice. Submitted to The Office of Senator Patrick Leahy by Vermont Law School in collaboration with the University of Vermont College of Arts and Sciences and College of Education and Social Services</i>	Co-I
2018	\$200,00	Utilizing Youth Participatory Action Research to Support Restorative Practices Implementation and Youth Centered Civic Engagement Throughout an Entire School District, Corporation for National and Community Service	PI
2017	\$1,000,000	<i>Process and Outcome Evaluation of Restorative Practice Implementation: School based factors influencing fidelity and effectiveness. Spencer Foundation Lyle Spencer Research Award.</i>	Co-I
2017	\$30,000.00	<i>Transforming the Burlington School District through Restorative Practices: A Multi-Disciplinary, Community Action Research Endeavor. University of Vermont Office of the Vice President for Research (OVPR) REACH Grant.</i>	Co-I
2017	\$20,000	<i>Realizing H.95: Implementation of Restorative Practices in Vermont Schools through Community Engagement, Youth Participatory Action, and</i>	Co-I

		<i>Multi-Disciplinary Scholarship</i> . University of Vermont Office of the Provost James M. Jeffords Grant Program for Policy Studies.	
2013	\$10,835	<i>Are Emily and Greg More Likely to Receive a Call Back from Counseling Professionals than Lakisha and Jamal: A Racism Audit Pilot Study</i> Funding Agency: The Graduate College, The University of Vermont	PI
2010	\$3,000,000	<i>Interdisciplinary Mental Health and Community Training in Veteran's services (IMPACT V)</i> Submitted for Congressional Budget Earmark	Co-PI
2009	\$7,596,254	<i>Interdisciplinary Mental Health and Community Training in Veteran's services (IMPACT V)</i> Submitted for Congressional Budget Earmark	Co-PI

VII. PRESENTATIONS (N = 65)

Invited Keynote

Smith, L.C. (2019). *Working With our Implicit Bias: Not "If" but "How."* 11th Annual Success Beyond Behavior Interventionist Conference, Burlington Vermont.

Invited International Symposium

Smith, L. C. (2016). The Contemporary Critical Consciousness Measure and It's Relevance to School Based Family Counseling. Presented at *The Oxford Symposium in School Based Family Counseling*, Brasenose College, Oxford, England.

Peer-reviewed (N=36)

*Gonell, Q., & **Smith, L.C.** (2019). Cultivating Ant-Racist Student Allies and Activists via Social Justice Education and YPAR: A Model for Redressing Inequity through Emancipatory Middle School Curriculum. Presented at *The Diversity Challenge*, Boston College, Boston, Mass.

*Vogel, J., Payne, A., Grudev, N., & **Smith, L.C.** (2018). Restorative Practice Philosophy in Action: An Introduction. Presented at the *Vermont School Counseling Association Conference*, Stowe, Vermont.

*Gonell, Q., Moore, M., & **Smith, L.C.** (2018) Implementing Restorative Practices through Youth Participatory Action Research. Presented at the *North Atlantic Region Association of Counselor Education and Supervision Regional Conference*, Burlington, Vermont.

*Grudev, N., Volkmar, S., & **Smith, L. C.** (2018). School Counselor's Embrace of Restorative Practices in School. Presented at the *North Atlantic Region*

* Presented with students and/or community partners

- Association of Counselor Education and Supervision Regional Conference, Burlington, Vermont.*
- *Herbert, A., Baker, T., Volkmar, S., & **Smith, L. C.** (2018). School Counselor's Embrace of Restorative Practices in School. Presented at the *International Restorative Justice Conference*, Burlington, Vermont.
- *Payne, A., Contreras-Montesano, A., & **Smith, L. C.** (2018). The Power of Youth Participatory Action Research (YPAR) in Restorative Practices Implementation. Presented at the *International Restorative Justice Conference*, Burlington, Vermont.
- *Kervick, C. T., Moore, M., Garnett, B., **Smith, L.C.**, & Ballysingh, T. A. (2018) Engaging Adolescents in Youth Participatory Action Research and Restorative Practices to Inform School Reform Efforts. Paper presentation at the New England Educational Research Organization, Portsmouth, NH, May 2-4th, 2018.
- Garnett, B., & **Smith, L.C.** (2018) Exploring school-based data systems and methods to document implementation and effectiveness of school wide restorative practices: Emerging ideas from a university-district community based participatory action research. Paper presentation at the International Institute for Restorative Practices World Conference, Toronto, Canada, April 30 - May 2nd, 2018
- *Yee, S., Vernay, C. N., Sharma, R., Welch, J., Shin, R., & **Smith, L.C.** (2017). The Heteronormative Blindfold Scale. *The American Psychological Association's Annual Convention*, Washington, D.C.
- Patrick, S. J., Beckenbach, J., Sells, J., Hagedorn, W. B., **Smith, L. C.**, Okech, J. O., Goodrich, K., & Sosa, G. A. (2017). The Intersections of Religion and Sexual Identity: A Conversation on Ethics. Learning Institute conducted at *The American Counseling Association Annual Conference and Exposition*, San Francisco.
- *Welch, J., Sharma, R., Vernay, C., Yee, S., Shin, R. Q. & **Smith, L.C.** (2017). *Black, White, Gay, Heterosexual, Who Gets in to See a Counselor: Examining Systemic Bias through Three Audit Studies.* Presented at *The Winter Roundtable on Cross-Cultural Psychology and Education*, Columbia University, New York.
- *Sharma, R., Vernay, C., Yee, S., Welch, J., Shin, R. Q. & **Smith, L.C.** (2017). Introducing Sexism, Cissexism, and ableism to the Contemporary Critical Consciousness Measure (CCCM). Presented at *The Winter Roundtable on Cross-Cultural Psychology and Education*, Columbia University, New York
- *Vernay, C., Sharma, R., Yee, S., Welch, J., Shin, R. Q. & **Smith, L.C.** (2017). Mapping Conscientização: An Archival Data Analysis of the Contemporary Critical Consciousness Measure. Presented at *The Winter Roundtable on Cross-Cultural*

* Presented with students and/or community partners

- Psychology and Education*, Columbia University, New York.
- Smith, L.C.** (2016). Is “Allison” more likely than “Lakisha” to get a call back from counseling professionals: A racism audit study. Presented at *The American Counseling Association Annual Conference and Exposition*, Montreal, Quebec, Canada.
- *Vernay, C., Sharma, R., Welch, J., Shin, R. Q. & **Smith, L.C.** (2016). A girlfriend, and boyfriend and a lisp: Which Jon is more likely to receive a call back from counseling professionals? Presented at *The Winter Roundtable on Cross-Cultural Psychology and Education*, Columbia University, New York.
- *Ezeofor, I., Welch, J., Shin, R. Q., & **Smith, L. C.** (2015). The development and initial validation of the contemporary critical consciousness scale. Presented at *The American Psychological Association Annual Convention*, Toronto, Ontario, Canada.
- *Welch, J., Ezeofor, I., Shin, R. Q., **Smith, L.C.** (2015). Is “Allison” more likely than “Lakisha” to get a call back from counseling professionals: A racism audit study. Presented at *The American Psychological Association Annual Convention*, Toronto, Ontario, Canada.
- *Shin, R. Q., **Smith, L.C.**, Welch, J., Ezeofor, I. (2015). Is “Allison” more likely than “Lakisha” to get a call back from counseling professionals: A racism audit study. Presented at *The Winter Roundtable on Cross-Cultural Psychology and Education*, Columbia University, New York.
- *Ezeofor, I., Welch, J., Shin, R. Q., & **Smith, L. C.** (2014). The development and initial validation of the contemporary critical consciousness scale. Presented at *The American Psychological Association Annual Convention*, Washington, D. C.
- Smith, L. C.**, & Shin, R. Q. (2014). The intersection of racial oppression and heterosexism. Presented at *The Winter Roundtable on Cross-Cultural Psychology and Education*, Columbia University, New York.
- *Welch, J., Ezeofor, I., Shin, R. Q., & **Smith, L. C.** (2014). The development and initial validation of the contemporary critical consciousness scale. Presented at *The Winter Roundtable on Cross-Cultural Psychology and Education*, Columbia University, New York.
- Geroski, A. G., & **Smith, L. C.** (2013). Removing the colorblindfold in school counseling. Presented at *The Association for Counselor Education and Supervision Conference*, Denver, Colorado.
- Smith, L. C.**, & Shin, R. (2013). Moving counseling forward on LGBT issues: Speaking queerly. Presented at *The American Counseling Association Conference and Exposition*, Cincinnati, Ohio.

- Smith, L. C., & Shin, R. Q.** (2010). The intersection of racial oppression and heterosexism. Presented at the *North Atlantic Region Association of Counselor Education and Supervision Regional Conference*, New Brunswick, New Jersey.
- *Smith, L. C., & Officer, L.** (2010). Moving counseling forward on LGBT issues: Speaking queerly. Presented at the *North Atlantic Region Association of Counselor Education and Supervision Regional Conference*, New Brunswick, New Jersey.
- *Smith, L. C., Shin, R. Q., & LaRosa, N. D.** (2010). Walking the social justice talk: Increasing diversity within accredited counseling masters programs. Presented at the *North Atlantic Region Association of Counselor Education and Supervision Regional Conference*, New Brunswick, New Jersey.
- Shin, R. Q., Goodrich, K. M., & **Smith, L. C.** (2009). Diversity in counselor education doctoral programs. Presented at *Association for Counselor Education and Supervision Conference*, San Diego, CA.
- Shin, R. Q., & **Smith, L. C.** (2009). A proposed strategy for integrating issues of social privilege and social justice into the practice of group work. Presented at *Pedagogy of Privilege Conference*, Denver University, Denver, Colorado.
- Shin, R. Q., & **Smith, L. C.** (2009). A proposed strategy for integrating issues of social privilege and social justice into the practice of group work. Presented at *The Winter Roundtable on Cross-Cultural Psychology and Education*, Columbia University, New York.
- Smith, L.** (2007). Leaving heterosexism behind: A qualitative investigation. *Association for Counselor Education and Supervision Conference*, Columbus, Ohio.
- Goodrich, K. M., Shin, R., and **Smith, L.** (2007). Overcoming the weak link: Trainee impairment in the experiential group. *Association for Counselor Education and Supervision Conference*, Columbus, Ohio.
- Smith, L.** (2006). "Spirituality" and "religion" in counseling: What do we mean, what are we measuring, and what does it matter? Poster session presented at *American Counseling Association World Conference*, Montreal, Canada.
- Jennings, M., and **Smith, L.** (2006). The dodo bird soars on: The case for Wampold's contextual model over empirically supported treatment. Presented at the *North Atlantic Region Association of Counselor Education and Supervision Regional Conference*, Lake George, New York.
- Choi, K., Carman, M., Kiweewa, J., **Smith, L.**, Luke, M., and Gilbride, D. (2006). Web design as a pedagogical metaphor for an ecological counseling course. Presented at the *North Atlantic Region Association of Counselor Education and Supervision*

Regional Conference, Lake George, New York.

Choi, K., Jennings, M., and **Smith, L.** (2005). The dodo bird soars on: The case for Wampold's contextual model over empirically supported treatment. Presented at the *Association of Counselor Education and Supervision National Conference*, Pittsburg, Pennsylvania.

Hackney, D., Kastle, C., Luke, M. and **Smith, L.** (2005). The deconstruction of theory: Analytical and instructional dimensions. Presented at the *Association of Counselor Education and Supervision National Conference*, Pittsburg, Pennsylvania.

Invited (N=27)

Garnett, B., & **Smith, L.C.** (2021) Vermont Senate Education Committee, Expert Witness Testimony on S.16, Task Force on School Exclusionary Discipline Reform, Montpelier, VT: April 7, 2021

Smith, L.C. (2020). *How Nice White People Perpetuate White Supremacy in Education. [Beyond Brave Spaces: Conversations to Inform & Move to Action Together Pt. 2.](#)* UVM Webinar, August, 2020.

*Dion, A., Doggett, I., Huener, M., Demink, J., Gonell, Q., **Smith, L.C.**, (2020). *Youth Participatory Action Research at Edmunds Middle School*, Let's Reimagine Schools Together: Youth Participatory Action Research Virtual Institute, May 20, 26, & June 3rd.

*Carr, M., Crainich, A., Dion, A., Doggett, I., Fanslow, P., Hood, W., Huener, Myriam., Ketterling, G., Manyok, A., Mendez, A., Tornwini, H., Demink, J., Gonell, Q., **Smith, L.C.**, Abdi, Y. (2020). *Youth Participatory Action Research at Edmunds Middle School*, The 13th Middle Grades Conference: Advancing Equity in the Middle Grades, Burlington Vermont.

Smith, L.C. (2019). *Equity Literacy Workshop*. 11th Annual Success Beyond Behavior Interventionist Conference, Burlington Vermont.

***Smith, L.C.**, Gonell, Q., Overman-Smith, J.K. (2019). *Becoming a Threat to Inequity*. Vermont Developmental Disabilities Council, Council Retreat. Killington, Vermont.

*Eugenio, V. D. S., Looby, W., Mone, S., Pirone, J. S. **Smith, L.C.**, Wimett, B., Fulcher, A., Suter, J., & Shepherd, K. (2019). Building Wider Doors for Inclusive Excellence: Disability in Our Classrooms, Campus and Community. 12th Annual Blackboard Jungle Symposium, University of Vermont.

Garnett, B., & **Smith, L.C.** (2018) Vermont Senate Education Committee, Expert Witness Testimony on H.675, Montpelier, VT: April 17, 2018

Smith, L. C. (2018). *Critical Consciousness in Clinical Work*. Harvard Medical School, McLean Hospital.

- Smith, L. C.** (2018) *Microaggressions in human services work*. The Junior League of Vermont, Burlington Vermont.
- Smith, L. C.** (2017). *Supporting Transgender and Gender-Nonconforming Youth In Schools*. Panel facilitation at University of Vermont, Translating Identity Conference.
- Smith, L. C.** (2017). *Diversity Issues in Clinical Practice*. Presented at University of Vermont, Clinical Psychology Doctoral Program.
- Smith, L.C.** (2016). *Implicit Bias in School Systems*. Workshop conducted with the Burlington School District School Board, Burlington, VT.
- Smith, L.C.** (2016). *Implicit Bias*. Presented at University of Vermont, Division of Student Affairs.
- Smith, L. C. & Okech, J, A. E. &** (2015). *Diversity and Multicultural Competency Development Workshop Series*. Presented at Rice Memorial High School, Burlington, Vt.
- Smith, L. C.** (2015). *Diversity Issues at Northwestern Counseling and Support Services: Workshop Series*. Presented at Northwestern Counseling and Support Services, St. Albans, Vt.
- Smith, L. C.** (2015). *Diversity Issues in Clinical Practice*. Presented at University of Vermont, Clinical Psychology Doctoral Program.
- Smith, L. C.** (2015). *Microaggressions in Clinical Practice*. Presented at Champlain College, Radiography Program.
- Smith, L.C.** (2014). *LGBT Responsive Elementary School Counseling*. Presented at The Vermont School Counseling Association's Annual Fall Conference, Waitsfield, VT.
- Smith, L.C.** (2014) *Construction and validation of the (dis)ability critical consciousness scale*. Presented at the Disability Research Consortium, Center for Disability and Inclusion, University of Vermont.
- Smith, L. C.** (2014). *How the ASCA national model both promotes and inhibits safe schools for queer youth: An inquiry using critical theory*. Presented at the School Counseling Leadership Seminar, College Park, Maryland.
- Smith, L. C.** (2014). *Microaggressions in Clinical Practice*. Presented at Champlain College, Radiography Program.

- Smith, L.** (2007). *Development of a new father: Expectations, adjustment, and reality*. Labor of Love Birth Center, Tampa, Florida.
- Smith, L.** (2004) *Spirituality, religion and psychotherapy: The current literature*. Onondaga Pastoral Counseling Center, Syracuse, New York.
- Choi, K., Jennings, M., **Smith, L.**, and Snyder, S. (2004) *The great psychotherapy debate: The dodo bird soars on*, Onondaga Pastoral Counseling Center, Syracuse, New York.
- Smith, L.** (2003) *Native Alaskan community suicide prevention training*, Point Hope, Alaska.
- Smith, L.** (2003) *Comprehensive Suicide Prevention: An approach based on the work of Keith King*. Presented at *The North Slope Borough School Counseling Conference*, Barrow, Alaska.
- Smith, L.** (2002) *A school based group intervention for Inupiat children of alcoholics*, Point Hope, Alaska.
- Smith, L.** (2002) *Comprehensive suicide prevention: An approach based on the work of Keith King*, Point Hope, Alaska

VII. NEWS AND MEDIA COVERAGE

Local

Burlington Free Press (2020). Students take a stand: Vermont middle school raises Black Lives Matter flag.

<https://www.burlingtonfreepress.com/videos/news/2020/02/06/students-take-stand-vermont-middle-school-raises-black-lives-matter-flag/4673224002/>

Burlington Free Press (2019). Edmunds Middle School to fly Black Lives Matter flag next spring.

<https://www.burlingtonfreepress.com/story/news/local/2019/11/13/black-lives-matter-flag-edmunds-middle-school-burlington-vermont/4176662002/>

Burlington NBC 5 News (2019). Edmunds Middle School Youth Participatory Action Research Team to Fly the Black Lives Matter Flag.

<https://www.mynbc5.com/article/burlington-school-to-fly-black-lives-matter-flag/29785499>

State

Vermont Digger (2020). Edmunds Middle School raises Black Lives Matter Flag.

<https://vtdigger.org/tag/edmunds-middle-school/>

Implicit bias amongst counseling professionals. (2016). *Vermont Edition* Radio Broadcast, National Public Radio, Produced by S. G. Rosen, Burlington, VT.

Retrieved from: <http://digital.vpr.net/post/uvm-study-finds-racial-bias-mental-health-services#stream/0>

National

The Philadelphia Tribune (2019). Middle school to be latest to fly Black Lives Matter flag. https://www.phillytrib.com/news/across_america/middle-school-to-be-latest-to-fly-black-lives-matter/article_2521585a-09f1-5c98-bd33-5e9a7dd398a1.html

U.S. News & World Report (2019). Middle school to be latest to fly Black Lives Matter flag. <https://www.usnews.com/news/best-states/vermont/articles/2019-11-13/middle-school-to-be-latest-to-fly-black-lives-matter-flag>

San Francisco Chronicle (2019). Middle school to be latest to fly Black Lives Matter flag. <https://www.sfchronicle.com/news/education/article/Middle-school-to-be-latest-to-fly-Black-Lives-14831378.php>

Houston Chronicle (2019). Middle school to be latest to fly Black Lives Matter flag. <https://www.houstonchronicle.com/news/education/article/Middle-school-to-be-latest-to-fly-Black-Lives-14831378.php>

Krugelmass, H. (2018). Promoting race in behavioral health and justice outcomes: Gatekeeper bias as a barrier. *SAMHSA*. Retrieved from: <https://www.prainc.com/race-equity-p2/>

Meyers, L. M. (2017). Making the counseling profession more diverse. *Counseling Today*, cover story. Retrieved from <http://ct.counseling.org/2017/10/making-counseling-profession-diverse/>

Meyers, L. M. (2017). Facing the realities of racism. *Counseling Today*, cover story. Retrieved from: <https://ct.counseling.org/2017/01/facing-realities-racism/>

Winerman, L. (2016). Left out: Two recent studies suggest that mental health professionals are less likely to take on African-American and working-class clients. *APA Monitor*, 47. Retrieved from: <http://www.apa.org/monitor/2016/10/left-out.aspx>

What's in a name? It may determine if you can get therapy. (2016). *PsychCentral*. Retrieved from: <https://psychcentral.com/news/2016/10/09/whats-in-a-name-it-may-determine-if-you-can-get-therapy/110878.html>

Therapists more likely to call back 'Allison' than 'Lakisha' with messages promoting mental health services. (2016). *Sciencedaily*. Retrieved from: <https://www.sciencedaily.com/releases/2016/10/161006120001.htm>

Academic study finds possible racial bias by mental health professionals. (2016). *Journal of Blacks in Education*. Retrieved from:

<https://www.jbhe.com/2016/11/academic-study-finds-possible-racial-bias-by-mental-health-professionals/>

International

Racial bias in mental health clinics: Therapists 'more likely to call back Allison than Lakisha.' (2016). *Daily Mail*. Retrieved from:
<http://www.dailymail.co.uk/health/article-3825968/Racial-bias-mental-health-clinics-Therapists-likely-call-Allison-Lakisha.html>

IX. COUNSELING/SUPERVISION EXPERIENCE

Relationship Counseling, Private Practice

2014 – present Burlington, Vermont

Clinical Mental Health Counseling

2004 – 2008 Onondago Counseling Center, Syracuse, New York

Professional School Counselor

2001 – 2004 Tikiaq School K-12, Point Hope, Alaska
 North Slope Borough School District

Clinical Supervisor

2008 – Present Supervisor of masters-level counselor education students
 The University of Vermont

2006 – 2008 Supervisor of masters-level clinical mental health counselors,
 clinical social workers and marriage & family therapists
 Onondago Counseling Center

2004 – 2008 Supervisor of masters-level school counselors, clinical mental
 health counselors and higher education and student affairs
 counselors
 Syracuse University

X. TEACHING EXPERIENCE

The University of Vermont

2008 – Present Diversity Issues in Counseling, Research Methods, Counseling
 Theory, Laboratory Experience in Counseling, Counseling
 Practicum and Counseling Internship

Syracuse University

2004 – 2008 Social & Cultural Foundations, Counseling in a School Setting,
 Human Lifespan Development, Counseling Children and
 Adolescents, Counseling Pre-Practicum

Illisavik College

2000 Introduction to Technology

Point Hope K-12 School

1999 – 2003	Grades 9 -12: Instruction of leadership, biology, earth science, physics, life science, and health Grade 6: All subjects, core curriculum
-------------	--

XI. CONSULTANCIES

2016 – Present	Youth Participatory Action Research (Pro Bono) Burlington School District, Burlington, VT USA
2016 – Present	Restorative Practices Implementation and Evaluation (Pro Bono) Burlington School District, Burlington, VT, USA
2015 – 2016	Diversity Issues and Multicultural Competence in Schools Rice Memorial High School, Burlington, VT, USA
2015 – 2016	Diversity Issues and Multicultural Competence Northwestern Counseling and Support Services, St. Albans, VT, USA

XI. SERVICE

Ad Hoc Peer Reviewer:

2014 – Present	<i>Journal of Black Psychology</i>
2015 – 2018	<i>International Journal of Transgenderism</i>
2014 – 2017	<i>Journal of Homosexuality</i>
2012 – 2016	<i>Journal for Social Action in Counseling and Psychology</i>
2012 – 2015	<i>Counselor Education and Supervision</i>

Invited Expert Reviewer:

2020	<i>Journal of Counseling Psychology</i> The White Fragility Scale
2016	Special Issue in <i>Professional School Counseling</i> on Professional School Counselors Transforming Schools for LGBTQ Students
2009	Special Issue of the <i>Journal for Specialists in Group Work</i> on Social Justice Issues in Group Work

Board Member

2011 – 2016	The Vermont School Counseling Association
-------------	---

Administrative Roles

2021 – present	Graduate Counseling Co-Program Coordinator for Accreditation, The Graduate Program in Counseling, The University of Vermont School Counseling Program Coordinator, The Graduate Program in Counseling, The University of Vermont
----------------	---

2018 – 2021 Graduate Counseling Program Coordinator, The Graduate Program in Counseling, The University of Vermont

2012 – 2019 School Counseling Program Coordinator, The Graduate Program in Counseling, The University of Vermont

Professional Service

2015 Promotion and Tenure External Reviewer, George Mason University

2015 Vermont Agency Education, School Counseling Endorsement Standards Revision Committee

2010 Invited reviewer for American Counseling Association 2010 conference and exposition program

2009 Small group facilitator for 2nd Social Justice Summit Association for Counselor Education and Supervision

2000 – 2003 Interdisciplinary Child Protection Team Leader, Point Hope, Alaska

2000 – 2003 24-hour suicide watch & response team, Point Hope Alaska

University Service

2018 – present Co-Chair, Committee on Equity Action and Diversity, College of Education and Social Services

2019 – 2021 CACREP Self-Study and Site Visit Team Leader

2017 – 2018 School Counseling Program Expansion Committee Chair

2016 – present United Academics Delegate, The University of Vermont

2016 – present College of Education and Social Services Curriculum Affairs Committee, The University of Vermont

2017 Member—Department of Education Special Education Search Committee

2017 Committee Chair – Department of Leadership and Developmental Sciences American Sign Language Search Committee

2013 – 2015 College of Education and Social Services Faculty Affairs Committee, The University of Vermont

2012 – 2014 College of Education and Social Services Research Symposium Committee, The University of Vermont

2012 – 2013 School Counseling Licensure Portfolio Revision Committee Chair

2009 – 2012 The President’s Commission on Diversity and Inclusion, The
University of Vermont

Community Service

2017 – Present Edmunds Middle School YPAR Collective

2016 – present Burlington School District Restorative Practices Evaluation Team

XII. PROFESSIONAL SOCIETY MEMBERSHIP

American Counseling Association	#6178671
American Psychological Association	#26090069
Counselors for Social Justice	
Vermont School Counseling Association	