
Annie Zean R Dunbar

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EDUCATION

University of Denver
Graduate School of Social Work
Doctor of Philosophy, 2023 (expected)

University of Chicago
Crown Family School of Social Work, Policy and Practice
Masters in Social Service Administration, June 2015 (earned)
Global Social Development Practice

Simmons University
Bachelor of Arts, May 2010 (earned)
Major: Psychology Minor: English

RESEARCH INTERESTS

Refugee/Immigrant Integration; Public Policy; Nonprofit Organizations; Nonprofit Workforce; Mutual Aid; Immigration Policy; Race and Racialization; Racial Justice; Social Justice; Marginalization and Exclusion

TEACHING INTERESTS

Refugee and Immigrant Social Work; Organizational Theory and Leadership; Critical and Feminist theory; Power, Privilege, and Oppression; Social Policy; Radical Praxis in Social Work

RESEARCH EXPERIENCE

Our Stories, Our Medicine Archives (OSOMA)
Dr. Ramona Beltran
Graduate Research Assistant, *September 2019- present*

- Provide analytical, administrative, and methodological assistance for Our Stories, Our Medicine Archives (OSOMA) project, a qualitative research and archival project focused on Indigenous Health and Indigenous medical and ancestral knowledge.
- Conduct in-depth multi-media qualitative interviews using diverse collection modalities (in-person and virtually). Support Community Advisory Board meetings and reporting. Analyze multimedia data using qualitative data software (Atlas.Ti). Prepare materials and provide writing and editing assistance for grants, assist in reporting to stakeholders.

COVID and Connecting.
Dr. Kimberly Bender and Danielle Littman, AM
Co-Investigator, *March 2020- present*

- Provide qualitative data collection and data analysis for research project on the role of mutual aid and community care as a result of the COVID-19 pandemic. Lead manuscript writing, support the building of conceptual frameworks, and provide writing and editing assist for grants.

A Phenomenological Understanding of the Lived Experience of Racialized Ageism Among Older Adults

Andrew Steward, PI, Carson De Fries, and Miguel Trujillo

Co-Investigator, *May 2021- April 2022*

- Conduct qualitative data analysis for research project on the intersectional experiences of ageism and racism of older adults as part of Mr. Steward's dissertation. Provide manuscript writing support for 3-paper dissertation and future conference presentations (forthcoming).

Nextions, LLC. Multiple client-based research projects and studies.

Dr. Arin Reeves

Research Projects Manager, *May 2018- February 2019*

- Provide qualitative and quantitative data analysis and prepare reports and client projects on diversity and inclusion, implicit bias, and leadership development.

Newpoint Healthcare Advisors, Multiple client-based research projects and studies.

Dr. Carol Geffner and Mrs. Barbara Ladon, MA

Research Associate, *March 2015- June 2018*

- Provide qualitative and quantitative data analysis and prepare reports and client projects on diversity and inclusion, implicit bias, gender equity, and leadership development.

New Communities Study

Dr. Jessica H. Darrow

Research Assistant, *July 2015- September 2015*

- Provide secondary data and assist in report writing and deliver Phase I of multiphase study for Refugee Resettlement agencies in the Chicagoland area looking at affordable refugee housing.

PEER REVIEWED PUBLICATIONS

Bender, K., Littman, D.L., **Dunbar, Z.** Boyett, M., Milligan, T., Santrella, M., Becker-Hafnor, T., (2021) Emergent media scan of digital mutual aid organizing during the COVID-19 Pandemic. *Special Issue "Digital Organizing: Definitions, Applications, Methods and Ethic" Journal of Community Practice.*

Littman, D.M., Boyett, M., Bender, K., **Dunbar, A.Z.**, Santarella, M., Becker-Hafnor, T., Saavedra, K., Milligan, T. (2021) Values and beliefs underlying mutual aid: An exploration of collective care during the COVID-19 pandemic. *Journal for the Society of Social Work and Research.*

Beltran, R., Alvarez, A., Colón, L., Alamillo, X., **Dunbar, A.Z.** (2020). La Cultura Cura: An exploration of enculturation in a Community-Based Culture-Centered HIV prevention curriculum for Indigenous youth. *Special Issue "Community-engaged Indigenous Research Across the Globe" Genealogy*, Vol 4(1).

Dunbar, A.Z., Lloyd, J., Ramirez, L., Taylor, S. (2016). Outcome Evaluation of an International Diversity Curriculum, *Advocates Forum*, University of Chicago.

Kuzminykh, Z., Taylor, S., **Dunbar, Z.**, Lloyd J., Ramirez, L., and Powell, G. (2015) Outcome evaluation of cultural diversity curriculum in youth camp, *Pedagogy and Contemporaneity*, Vol. 4(18), pp. 58-63.

UNDER REVIEW

Beltran, R., Schultz, K., Brown, D., Fernandez, A., & **Dunbar, A.Z.** (*in progress*). Indigenist abolition: A talk story on ideas and strategies for social work practice. Book Chapter.

Bender, K., Saavedra, K., Milligan, T., Littman, D.L., Becker-Hafnor, T., **Dunbar, Z.** Boyett, M., Holloway, B.T., & Morris, K. (*under review*) How mutual aid participation developed social bonds and sense of collective responsibility in the early months of COVID-19. *Social Movement Studies*.

Dunbar, A.Z., Boyett, M., Littman, D.M., Bender, K., Melton, C.C., Saavedra, K., & Milligan, T. (*under review*). A message board from the future: Signals of mutual aid futures from U.S. based organizers during COVID-19. [under review, *Futures*].

Dunbar, A.Z., Littman, D.M., Boyett, M., Bender, K., Saavedra, K., Melton, C.C., Milligan, T., Becker-Hafnor, T., & Bogle, C. (*under review*). Using foresight practice to imagine the future(s) of mutual aid. *Society and Social Work, Special Issue What social work does the world need now? Social Work Futures?* Research Group at Glasgow Caledonian University. The United Kingdom. Digital Conference.

Littman, D.M., Morris, K., Hostetter, C.R., Boyett, M., Bender, K., Holloway, B.T., **Dunbar, A.Z.**, & Sarantakos, S. (*under review*) How was mutual aid being conceptualized during its proliferation in the early months of the COVID-19 pandemic? A critical phenomenological analysis. *Journal of Community Practice*.

Shah, P., Park, I.Y., **Dunbar, A.Z.**, and He, A. (*under review*). What makes a good learning culture? The role of professional development among child welfare workers. *Journal of Public Child Welfare*.

Steward, A., De Fries, C., **Dunbar, A. Z.**, Trujillo, M., Zhu, Y., Nicotera, N., & Hasche, L. (*under review*). A Phenomenological Understanding of the Intersectionality of Ageism and Racism Among Older Adults: Individual-Level Experiences. *The Journal of Gerontology*.

IN PROGRESS

Beltran, R., Alvarez, A., Valdovinos, M. G., **Dunbar, A.Z.**, & To, M.N. (*in progress*). Ceremony-based participatory research: An Indigenist Feminist Research Method.

PEER-REVIEWED PRESENTATIONS

Steward, A., De Fries, C., **Dunbar, A. Z.**, Trujillo, M., Zhu, Y., Nicotera, N., & Hasche, L. (2022, November). Exploring the lived experience of racialized ageism among older adults: A phenomenological study. [Accepted paper presentation]. Gerontological Society of America conference, Indianapolis, IN.

Kuntzelman, C. C. **Dunbar, A.Z.**, Noor, A., Garcia, A.E., & Badran, M. (2022, August 1-5). Filling in the gaps: Care work, refugee institutional actors, and racialized organizations In C. C. Kuntzelman, & **A.Z. Dunbar**, (chairs), *Knowledge and meaning-making in exile: constraints and opportunities*. [Oral Presentation]. International Association for the Study of Forced Migration (IASFM) Annual Conference 2022: Global Issues, Regional Approaches – contexts, challenges, dialogues, and solutions. Virtual conference hosted by the Universidade Catolica de Santos, Brazil.

Shah, P. Park, I.Y., **Dunbar, A.Z.**, and He, A. (2022, January 12-16). *The Impact of Preparation for Work and Professional Development on Learning Culture in Child Welfare*. [Accepted Oral Presentation]. Child Welfare Services, Systems, and Workforce. Society for Social Work Research (SSWR), 2022, Washington, D.C., United States.

Littman, D.M., Boyett, M., Bender, K. **Dunbar, A.Z.**, and Bogle, C. (2022, January 12-16). “Socially re-organizing the way we relate to one another:” *Values and beliefs underlying mutual aid during the COVID-19 pandemic*. [Accepted Oral Presentation]. Communities and neighborhoods. Society for Social Work Research (SSWR), 2022, Washington, D.C., United States.

Dunbar, A.Z., Shah, P. Park, I.Y., and He, A. (2021, November 4-7) *Understanding how preparation and professional development impact learning culture in child welfare*. [Accepted E-poster presentation]. Child Welfare Track. The Council on Social Work Education (CSWE) 2021 Annual Program Meeting (APM). Orlando, FL, United States.

Dunbar, A.Z., Littman, D.M., Bender, K. (2021, November 4-7). *Interrogating help: What becomes of social workers when we center mutual aid?*. [Accepted Interactive Workshop]. Social, Economic, and Environmental Justice Track. The Council on Social Work Education (CSWE) 2021 Annual Program Meeting (APM). Orlando, FL, United States.

Dunbar, Z., Milligan, T., Littman, D.M., Bender, K. (2021, June 28). “Because it’s not going to be pretty unless we work together:” *Where does mutual aid fit into the future of social work?* [Panel presentation]. What social work does the world need now? Social Work Futures? Research Group at Glasgow Caledonian University. The United Kingdom.
<https://www.gcu.ac.uk/hls/research/researchgroups/socialwork/socialworkfutures/events/>

Littman, D.M., Bender, K., **Dunbar, Z.**, Becker-Hafnor, T., Sarantakos, S. (2021, April 11-13). *The present and future of mutual aid in building resilient homes, communities, and social movements*. [Panel presentation]. ResilienceCon at LifePaths Research Center. Virtual Conference. <https://www.lifepathsresearch.org/resiliencecon/>

Dunbar, A.Z. (2021, April 15-16) *Integration and Racialization of Black Immigrants in the United States*. [Paper Presentation]. Memories in Transit. Centre for the Study of Global Human Movement. Cambridge University. The United Kingdom.
<https://www.humanmovement.cam.ac.uk/events/memories-transit>

Dunbar, A.Z. (2020, November 16–20) Cultural Interpretation: a phenomenological study of refugee service providers with migration experiences. *E-Poster Presentation*. The Council on Social Work Education (CSWE) 2020 Annual Program Meeting (APM). Virtual due to COVID-19.

Akinyemi, A., **Dunbar, A.Z.**, Kuntzelman, C., Brown Crosby, D., Sorensen, J., & Yacob-Haliso, O. Chair Bah, J. (*Accepted July 2020*) Owning the Wood That Becomes the Table: Moving Beyond Asking for A Seat at the Table - Millennials and Gen Z Refugees - Creating Wealth, Shaping Policy, and Reclaiming the Decision-making Process. [Accepted Roundtable]. International Association for the Study of Forced Migration (IASFM) Annual Conference 2020: Disrupting Theory, Unsettling Practice: Towards Transformative Forced Migration Scholarship and Policy. Accra, Ghana.

Wojnarowicz, K., **Dunbar, A.Z.**, Khan, T., Jackson, S., Oucho, L., & Vanyoro, K. (2018, May 22 – 25). Bridging Forced Migration Research to Policy and Practice. *Roundtable*. Canadian Association for Refugee and Forced Migration Studies (CARFMS), Ottawa, Canada.

Ciaschi, P., Frydenlund, E., Bilotta, N., & **Dunbar, A.Z.** (2018, May 22 – 25). Methodological Challenges in Forced Migration Research. *Roundtable*. Canadian Association for Refugee and Forced Migration Studies (CARFMS), Ottawa, Canada.

Dunbar, A.Z. (2017, March). Community, Dialogue, and the Barriers to Resettlement: A look at Chicago. *Oral Presentation*. Center for Forced Migration Studies, Northwestern University. Evanston, IL, United States.

Dunbar, A.Z. (2016, September 23-24). Community, Dialogue, and the Barriers to Resettlement: A look at Chicago. *Oral Presentation*. 11th Annual Center for Refugee Studies, York University Student Caucus Conference: The Production of Forced Migration. Toronto, Canada.

WORKSHOPS

Dunbar, A.Z., and Littman, D. M. (Forthcoming 2023). Interrogating help: What becomes of social workers when we center mutual aid?. *Virtual Continuing Education workshop in the Civic Series*. University of Denver Graduate School of Social Work. Denver, CO, United States.

Dunbar, A.Z., and Littman, D. M. (2021, March). Mutual Aid as Emergent Practice: Understanding Mutual Aid in the Past, Present and Future. *Virtual Continuing Education workshop in the Civic Series*. University of Denver Graduate School of Social Work. Denver, CO, United States

Dunbar, A.Z. (2017, November). Teaching about Refugees, Forced Migration, and Africa. *Oral Presentation*. African Studies Association (ASA). Chicago, IL.

Dunbar, A.Z. (2017, September). Refugee Resettlement Process. *Oral Presentation*. Hyde Park Refugee Project, Coming to America. Chicago, IL, United States.

COMMUNITY ENGAGED SCHOLARSHIP & PUBLIC WRITING

Bender, K., Littman, D., & **Dunbar, A. Z.** (2021, April 7). Opinion: In a crisis, mutual aid steps in when governments fall short. *Colorado Sun*. Retrieved from: <https://coloradosun.com/2021/04/07/mutual-aid-opinion/>

Dunbar, A.Z. (2021, March 9) Opinion: Why we need immigration reform, and why Biden's policies are a good start. *Colorado Sun*. Retrieved from: <https://coloradosun.com/2021/03/09/immigration-reform-opinion/>

Dunbar, A.Z. (2019). The Digital Wake: pulvis et umbra sumus. *The Sick Muse. Vol. 11*. Retrieved from: https://issuu.com/thesickmuse/docs/tsm11_full_pdfs

Bohrer, M.T., **Dunbar, A.Z.**, Mañibo, D., & Michael, J. (2018). *[/\ (vertical bar_closed bracket_open bracket_backslash 2018 art book)*. Self-Published artist book.

Dunbar, A.Z. (2008) She stained her Ink with Skin. *Sidelines the Simmons College Art and Literary Magazine*. Simmons University.

Dunbar, A.Z. (2007). Street Care News, Not Blues. *Where the road begins, an anthology*. The Cultural Organization of Lowell (COOL), Inc.

Dunbar, A.Z. (2007). Chaud, Walking in the midst of the freeze. *Where the road begins, an anthology*. The Cultural Organization of Lowell (COOL), Inc.

TEACHING EXPERIENCE

University of Denver Graduate School of Social Work
Instructor, *Fall Quarter 2022*

- Community and Organizational Change Theory for Practice- SOWK 4370 01

Instructor, *Summer Quarter 2022*

- Leadership & Supervision Skill - SOWK 4340

Instructor, *Spring Quarter 2022*

- Community and Macro Social Work Theory and Practice- SOWK 504

Instructor, *Winter Quarter 2022*

- Independent Study: Analysis of Collaborative Policy

Instructor, *Fall Quarter 2021*

- Community and Organizational Change Theory for Practice- SOWK 4370 02

Instructor, *Summer Quarter 2021*

- Leadership & Supervision Skill- SOWK 4340 503

Teaching Assistant, *Spring Quarter 2021*

- Special Topics Critical Approaches to Facilitating and Teaching:
Anti-Racist, Feminist, and Queer Pedagogies – SOWK 4990

Instructor, *Summer Quarter 2020*

- Leadership & Supervision Skill- SOWK 4340 505

Simmons University

Co-Facilitator, *Fall Semester 2009*

- Simmons College First Year Experience, a semester long course about college acclimation for first year students.

COURSE DEVELOPMENT

- Mutual Aid Fellowship Seminar
- Special Topics Critical Approaches to Facilitating and Teaching:

Anti-Racist, Feminist, and Queer Pedagogies – SOWK 4990

GRANTS & FELLOWSHIPS

University of Denver

Graduate Education Doctoral Fellowship for Inclusive Engagement, \$9000

University of Denver Latinx Center

Summer Funding, \$2500

University of Denver Graduate School of Social Work

Summer Mentored Scholarship Award 2022, \$1750

Summer Mentored Scholarship Award 2021, \$1750

Summer Mentored Scholarship Award 2020, \$3500

University of Denver

Graduate Education Doctoral Fellowship, \$9000

University of Denver

Graduate Teaching Assistantship, \$19000, with full tuition waiver

Knowledge Cluster Project: Connecting Emerging Scholars and Practitioners to Foster Critical Reflections and Innovation on Migration Research

SSHRC-CRSH Connection Grant, \$3300 CAD

Pozen Family Center for Human Rights Internship

Human Rights Intern, \$5000

Buffett Institute for Global Studies

Reframing Research Graduate Student Workshop, \$3000

OTHER PROFESSIONAL EXPERIENCE

Emerging Scholars and Practitioners in Migration Issues (ESPMI) Network

Social Media Lead, 2016-Present

- Execute all social media outreach and newsletter digest. Lead on ESPMI Guest Twitter Project provides outreach for Refugee Review, the ESPMI Network peer-reviewed e-journal.

Connect-the-Dots

Co-Founder, 2015-2020

- Created an arts-based community organization. Organized yearly performance and art gallery events and community workshops exploring social issues that impact the city of Chicago and the world.
- Executed two 3-day symposiums: gRace: a graceful dialogue on racial healing with the Center for the Healing of Racism, and Democritique: civic engagement and Democracy.

Center for Forced Migration Studies at Northwestern University

Program Coordinator, *October 2015-February 2018*

- Coordinated programming for Buffet Institute for Global Studies funded Group. Developed and executed all plans and arranged meetings, workshops, events, etc.
- Created and executed yearly two-week long summer course on refugee and forced migration needs and experiences. Organized two World Refugee Day art and music installations with the City of Chicago Department of Cultural Affairs and community partners.
- Created and executed interdisciplinary graduate student workshop Reframing Research on op-ed writing of dissertation research.

University of Chicago Collegiate Scholars Program

Office Administrator, *October 2013- September 2016*

- Conducted special events preparation on the University of Chicago campus and in the city of Chicago.
- Executed and facilitated summer training course for 150 high school students including coordination of promotional materials and volunteer coordination.

SERVICE

University of Denver Graduate School of Social Work

Diversity, Equity, and Inclusion PhD Orientation Co-facilitator *Summers 2021 & 2022*

- Created, organized, and executed two Diversity, Equity, & Inclusion training for the incoming first year cohorts which centered communication styles, dealing with conflict, positionality and ethics, and how to create cites of belonging within and across the program.

University of Denver Graduate School of Social Work

Graduate Student Advisory Committee, Representative AY 2022-23

- Representative of the 4th year cohort and other graduate student needs and interest. Liaison and intermediary between the students and administration.

University of Denver Graduate School of Social Work

Mutual Aid Fellowship Search Committee Member, 2021-22 academic year

- Created, organized, and executed the application cycle and interview cycle for the inaugural Mutual Aid Fellowship at the Graduate School of Social Work. Interviewed applicants and selected the final cohort.

University of Denver Our Stories, Our Medicine Archive project (OSOMA)/Interdisciplinary Research Institute for the Study of (In)Equality (IRISE)

Postdoctoral Fellowship Search Committee Member, 2021-22 academic year

- Reviewed application materials for potential recipients of a three-year postdoctoral fellowship which was a partnership across three units of the University of Denver. Organized and supported interviews including creating questions, meeting with applicants, and final selection of one fellow.

Mt. Holyoke

Guest Lecturer, Global Movements, Migration, Refugees and Diaspora, *April 2022*

- Presentation on the role of community-led efforts to diaspora, and the role of social location on integration outcomes for refugees of color.

University of Denver Graduate School of Social Work

Guest Lecturer, Advanced Policy (SOWK 4670), *February 7, 2022*

- Presentation on the role of policy, mezzo-level actors implementation of policy, and how power shapes policy.

Angelica Village

Board Member, *Present*

- Provide direct guidance and support to Director/Community Support Partners. Engage in dialogue to create a common culture of mission/vision and inclusivity (i.e., anti-oppression work).
- Guide mission driven, responsible (financially/socially etc.) decisions that impact the whole community and the direction of the organization.

Surf Sisters for Science

Board Member, *2018-2020*

- Assist and create foundational and operational policies and procedures for the 501c3 Surf Sisters for Science. Provide expertise in grant seeking to develop robust funding portfolio.

Pozen Family Center for Human Rights, University of Chicago

Internship Committee Member, *Application cycle 2018 & 2019*

- Review applications for the Human Rights Internship. Interview applicants and submit feedback to larger committee for selection of 2019 and 2020 cohorts.

The Overlook Place

Artist in Residence, *March 2018- July 2018*

- Created self-published art-book (run of 50) with collaborations as part of Multitude Artist Residency. Executed two artist performance and fundraiser raising \$1000 for the Overlook Place.

University of Chicago Collegiate Scholars Program

Cohort Selection Committee member, *Application cycle 2014-2018*

- Reviewed up to 30 applications first-year high school students for a 3-year college access program. Interviewed cohort of students during second phase of the application process. Reviewed final applicants and selected cohort of 50 students.

Simmons Scott/Ross Center for Community Service

Fundraising Committee, *May 2011- October 2011*

- Collaborated with 30 Scott/Ross Center Alumnae to raise \$145,000 for Steve London Scholarships through the Scott/Ross Center for Community Service.

SUBJECT MATTER AND METHODOLOGICAL TRAINING

University of Denver Center for Community Engagement to advance Scholarship and Learning (CCESL)

Community-Engaged Teaching 101

The CUNY Graduate Center in New York City
2020 Critical PAR Institute (Cancelled due to COVID-19)

York University, Center for Refugee Studies
Summer Course on Refugees and Forced Migration.

Northwestern University, Center for Forced Migration Studies
Summer Institute: Refugee Protection and the Rights and Process of (Re) Settlement.

MEMBERSHIPS

The Black Doctoral Network
BARS - Black Administrators Researchers and Scholars
Council on Social Work Education (CSWE)
International Association of Schools of Social Work (IASSW)
International Association for the Study of Forced Migration (IASFM)
Roger Salters Writing Institute (RSI) at Interdisciplinary Research Institute for the Study of (in)Equality
Society for Social Work and Research (SSWR)