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# Annie Zean R Dunbar

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## EDUCATION

University of Denver  
Graduate School of Social Work  
Doctor of Philosophy, June 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 Integration  
Public Policy  
Nonprofit Organizations  
Nonprofit Workforce  
Mental Health  
Immigration  
Race and Racialization  
Racial Justice  
Social Justice  
Marginalized populations

## TEACHING INTERESTS

Refugee and Immigrant Social Work  
Theory  
Organizational Theory and Leadership  
Power, Privilege, and Oppression  
Social Policy  
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: Mutual Aid Research Group (MARG)

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 because of the COVID-19 pandemic. Including creation of interview protocols and memos.
- Lead manuscript writing and conference presentations. 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

Dr. 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 Dr. Steward's dissertation project. Provide manuscript writing support for 3-paper dissertation and future conference presentations (forthcoming).

#### Refugee Social Service Providers: A Phenomenological Study

Annie Zean Dunbar (self),

Principle Investigator, *November 2019- June 2020*

- Created and executed this Internal Review Board (IRB) approved pilot qualitative research study which examines the lived the lived experience of social service workers who are former refugees and immigrants to the United States. Recruited, interviewed, and conducted follow up with participants.
- Conducted data analysis using a phenomenological approach and a Black Feminist lens on a small sample (n=6) of providers in the mountain West. Drafted a working manuscript and presented initial findings at the 2020 Council on Social Work Education (CSWE) Annual Program Meeting (AMP).

#### 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 healthcare related projects. Supported grant writing and editing for long-term projects.

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*. DOI: <https://doi.org/10.1080/10705422.2021.1980477>

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*. DOI: <https://doi.org/10.1086/716884>

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). DOI: 10.3390/genealogy4010017

**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

**Dunbar, A.Z.**, Littman, D.M., Boyett, M., Bender, K., Saavedra, K., Melton,

C.C., Milligan, T., Becker-Hafnor, T., and 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*.

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*.

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*.

## IN PROGRESS

**Dunbar, A.Z.**, Littman, D.M., Boyett, M., Bender, K., Melton, C.C., Milligan, Saavedra, K. (*in progress*). The four futures of mutual aid (working title).

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.

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 Fall 2022). 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](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, *Summer Quarter 2022*

- Leadership & Supervision Skill - SOWK 4340

Instructor, *Spring Quarter 2022*

- Community and Macro Social Work Theory and Practice section 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, \$35000*

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 arranges meetings, workshops, events, and seminars.
- 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 *Summer 2021*

- 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

#### Graduate Student Advisory Committee, Representative AY 2022-23

- 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

#### 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.

### 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  
Advanced Policy (SOWK 4670), *February 7, 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  
Diversity, Equity, and Inclusion PhD Orientation *Summer 2021*

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

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  
Volunteer, *Application cycle 2014-2018*

- Reviewed up to thirty (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 fifty (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 & 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, Centre 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)  
Roger Salters Writing Institute (RSI) at Interdisciplinary Research Institute for the Study of (in)Equality  
Society for Social Work and Research (SSWR)