



20th Annual Northern Virginia CSA Symposium |
March 10, 2021
8:30 a.m. to Noon

SPEAKERS

Joseph Williams, Ph.D., Associate Professor of Counselor Education at the University of Virginia

The Impact of Everyday Racism on Mental Health: Evidence and Opportunities

It is no secret that racism has a detrimental impact on equitable access to resources (e.g., including education, housing, health care). What is less known is the detrimental impact racism often has on the mental health of Black, Indigenous, and People of Color (BIPOC). Dr. Williams draws attention to the link between everyday experiences of racism and mental and physical health. He will also highlight culturally responsive and anti-racist practices that practitioners can use to serve racial/ethnic minority clients better.

Zandra Relaford, Assistant Director, Virginia Office of Children's Services

Ms. Relaford will speak about the Office for Children's Services goal to support equity in the collective system of care in the Commonwealth and the state and local partnership.

SPEAKER BIOS

Joseph Williams is an Associate Professor of Counselor Education at the University of Virginia. He is a faculty affiliate with Youth-Nex: The UVa Center to Promote Effective Youth Development and the Center for Race and Public Education in the South. His professional research interest includes designing and implementing anti-bias and anti-racist training practices for (K-12) counselors, educators, and other helping professionals. In addition to publishing scholarly articles (e.g., 25) and book chapters (e.g., 3) in these areas, he also consults with school districts, communities, associations, organizations, and corporations to improve Diversity, Equity, and Inclusion (DEI) efforts and engage people in productive dialogue and action. In 2019, he started Affirm Consulting, LLC to provide broad diversity, equity, and inclusion training and workshops for K-12 schools, community organizations, businesses,

associations, and colleges and universities across the nation. Dr. Williams has conducted over 200 workshops and seminars on DEI related topics for clients such as Kellogg's, Dell, and Microsoft. His presentations are interactive, challenging, informative, and practical. Dr. Williams received his Ph.D. from the University of Iowa in Education and his M.S. in Clinical Mental Health Counseling from Minnesota State University. He has over ten years of practical experience counseling children, adolescents, and families in both school and mental health settings.

Zandra Relaford is the Assistant Director of the Office of Children's Services. Zandra, a native of Chesapeake (Virginia) began her human services career as a Coordinator of Child Care Subsidy Programs at the Planning Council in Norfolk. In 1993, she embarked upon her state-service career at the Virginia Department of Social Services as a Child Care Program Consultant. Over the next 25 years at VDSS, she served as Program Consultant in the Office of Research, Special Assistant in the Office of the Commissioner, Strategic Planner and Manager of Subrecipient Monitoring and Faith-Based Initiatives. In April 2018, Zandra embarked upon her current role at OCS where she manages the Program Consultation Team and is the agency's Diversity, Equity and Inclusion Officer. Zandra is an alum of St. Paul's College, the College of William and Mary, and the Virginia Commonwealth Management Institute.

Most important of all, Zandra is the super-proud mom of one phenomenal daughter, Lauren. They both love theater, travel, and are unofficial foodies. They can often be seen in unexpected places all around Virginia as they really enjoy taking spontaneous road trips and long drives (especially over the past year)!