

BRANDYNICOLE BROOKS, PhD, LICSW, LCSW

www.drbrandynicole.com



SUMMARY

Clinical social worker with twenty years of experience providing trauma-informed crisis intervention, service coordination, and counseling/therapeutic support to the nation's most vulnerable populations. Eight years of utilizing the skills garnered from the practice of social work to educate, empower, excite, and develop professionals and students in professional and academic settings with a specific focus on diversity, equity and inclusion, addressing secondary traumatic stress, and leadership development.

SKILLS

PERSONAL & PROFESSIONAL DEVELOPMENT

Consultation
Curriculum Development/Instructional Design
Diversity, Equity, Inclusion & Belonging
Leadership Development
Learning Management System Administration
Policy & Procedure Development
Program Evaluation
Project Management
Strategic Planning

COUNSELING & THERAPEUTIC SUPPORT

Assessment & Feedback Planning
Case Management
Childhood Development
Compassion Fatigue
Crisis Intervention
Interpersonal Psychotherapy
Perinatal Mental Health
Service Coordination
Specialized Support for LGBTQ Youth and Families
Trauma-Informed Care

TEACHING EXPERIENCE

Adjunct Professor

Fall 2023 Semester

UNIVERSITY OF TENNESSEE – KNOXVILLE

Facilitated Macro Practice Social Work for distance learning Master of Social Work students.

Adjunct Professor

January 2014 – May 2024

UNIVERSITY OF THE DISTRICT OF COLUMBIA

Responsible for teaching Council on Social Work Education (CSWE) accredited bachelor's level courses.

Courses Taught

Approaches to Groupwork
Introduction to Substance Use Disorders and the
Role of the Professional Practitioner
Mental Health in Social Work
Social Work Practice III

Critical Thinking and Intensive Writing in Social Work
Introduction to Social Science
Social Welfare as a Social Institution II
Sociology of the Family

Course Developed

DIVERSITY, OPPRESSION, AND CHANGE

This course is designed to introduce students to theoretical and practice issues related to various forms of oppression, social and economic injustice, and social work advocacy. Students will become familiar with sociopolitical, intrapersonal, and sociocultural processes related to social work practice and social work advocacy. The course focuses on understanding oppression, its impact on the identity, self-concept, mental health and behavior of individuals and utilizing critical and reflective thinking to implement an evidence-based approach to social work advocacy. Students will be equipped with strategies to target this injustice as it relates to oppressed, disadvantaged, at-risk, and underserved populations and empower others towards self-advocacy.

PROFESSIONAL EXPERIENCE

Founder/Executive Director

November 2022 – present

SLEEP SWEET JUNEBUG, INC.

www.sleepsweetjunebug.org

The mission of Sleep Sweet Junebug, Inc. is to provide necessary low and no cost support and services to parents and families who have been impacted by the loss of a pregnancy or infant. Specifically, our goal is to provide perinatal psychotherapy, pregnancy and infant loss doula services, memorial and burial grants, and training to professionals who support parents and families through loss.

Creator/Curator/Chief Executive Officer

December 2020 – December 2024

THE COMPLETE COMPASSION PROJECT

www.thecompletecompassionplanner.com

The Complete Compassion Project is a set of tools developed to support helping professionals address the symptoms of secondary traumatic stress through strengthening resilience. The project was developed with the foundation of trauma-informed care, cognitive behavior therapy, appreciative inquiry, interpersonal psychotherapy, and cognitive processing therapy.

In addition to the card deck, journal, and guided planner, helping professionals have the option to access group and individual clinical support provided by me.

Founder/Chief Executive Officer/Lead Consultant

January 2010 – present

DR. BRANDYNICOLE, LLC

www.drbrandynicole.com

Dr. Brandynicole, LLC provides a wide range of consultative services, training and training support to individuals, agencies, and organizations with specific focus on leadership assessment and leadership development as well as clinical supervision for social workers seeking to obtain clinical licenses in the District of Columbia and the Commonwealth of Virginia.

Dr. Brandynicole, LLC also provides counseling and therapeutic support with specific focus on:

- LGBTQ children, youth, and their families through the coming out process,
- Perinatal mood and anxiety disorders through the use of interpersonal psychotherapy, and

- Understanding and Addressing Secondary Traumatic Stress and Compassion Fatigue
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Acting Deputy Director – Office of Planning, Policy, and Program Support

May 4, 2025 – present

DC CHILD AND FAMILY SERVICES AGENCY (WASHINGTON, DC)

As a member of the Agency's Executive Leadership Team, directs and oversees the Agency's administration of Planning, Policy, and Program Support (OPPPS) focused on performance accountability and quality assurance, policy development, Federal reporting, training, resource parent recruitment and licensing, and the District's child abuse and neglect registry.

Chief Development & Equity Officer

June 2022 – present

DC CHILD AND FAMILY SERVICES AGENCY (WASHINGTON, DC)

Serves as the Chief Officer of Development and Equity, with the primary purpose of overseeing, coordinating, and implementing the Agency's social work-based learning and development programming for staff and resource parents including change management strategies with a focus on diversity, equity, inclusion, and belonging (DEIB) and the clinical well-being of Agency staff. Serves as a DEIB expert to work with the Agency leadership and other stakeholders to define the overarching vision, identity, and strategies to become an equitable and inclusive Agency both internally and through external practices.

- Position responsibilities include:

Contract Administration/Budget Management	Program Evaluation
Curriculum Development/Design	Project Management
Data Collection and Dissemination	Strategic Planning & Implementation
Learning Management System Administration	Policy Development

- Special Projects

Co-Chair

LGBTQ Connecting Rainbows Initiative
Center for States Race Equity Workgroup

Co-Lead

Secondary Traumatic Stress Workgroup
Keeping DC Families Together DEIB Subcommittee

Agency Point of Contact

Child Welfare League of America (CWLA) National Committee on Equity
American Bar Association Center on Children and the Law: STOP NAB Advisory Council

Grant Application Project Manager

Field-Initiated Approach to Addressing Racial Bias and Inequity in Child Welfare
HHS-2023-ACF-ACYF-CA-0020

Member, CWLA Member Equity Committee

Child Welfare League of America

Training Program Administrator

November 2016 – June 2022

DC CHILD AND FAMILY SERVICES AGENCY (WASHINGTON, DC)

Directs the CFSA Child Welfare Training Academy (CWTA) and oversees the entire training program for DC's public child welfare agency which provides *DC Board of Social Work* approved CEU training classes, instructional workshops, and seminars that focus on competency-based training and job skill application.

- Position responsibilities include:

Contract Administration/Budget Management	Program Evaluation
Curriculum Development/Design	Project Management
Data Collection and Dissemination	
Learning Management System Administration	

- Special Projects

Instructional Design and Webinar Production/Facilitation

DC COVID-19 Referral Specialist Training
DC Office of the City Administrator Building Blocks Gun Violence Initiative, Care Coordinator Training

Co-Chair

LGBTQ Connecting Rainbows Initiative
Center for States Race Equity Workgroup

Co-Lead

Secondary Traumatic Stress Workgroup

Agency Point of Contact

Child Welfare League of America (CWLA) National Committee on Equity

Training Program Manager

November 2015 – November 2016

DC CHILD AND FAMILY SERVICES AGENCY (WASHINGTON, DC)

Managed the work of six Licensed Clinical Social Work trainers who conducted *DC Board of Social Work* approved CEU training classes, instructional workshops and seminars focused on competency-based training and job skill application consistent with the Child and Family Services Agency's (CFSA) policy and best practice methodology.

- Position responsibilities included:

Curriculum Development/Design	Program Evaluation
Learning Management System Administration	Project Management

Trainer

July 2013 – October 2015

DC CHILD AND FAMILY SERVICES AGENCY (WASHINGTON, DC)

Conduct DC Board of Social Work approved CEU training classes, instructional workshops and seminars that focus on competency-based training and job skill application consistent with the Child and Family Services Agency's (CFSA) policy and best practice methodology, collaborate with the Training Administrator, Program Manager, and program staff to develop the training curriculum

- Position responsibilities included:

Child Welfare Social Worker/Supervisor/Forensic Interviewer and Evaluator

July 2004 – June 2013

ALABAMA DEPARTMENT OF HUMAN RESOURCES (COLUMBIANA, AL; BESSEMER, AL)

DC CHILD AND FAMILY SERVICES AGENCY (WASHINGTON, DC)

Positions Held:

Child Protective Services Investigative Social Worker Forensic Interviewer and Evaluator

Child Protective Services Supervisory Social Worker

APPOINTMENTS

Chair

February 2023 – present

Vice- Chair

January 2021 – January 2023

STAFFORD COUNTY (VA) ELECTORAL BOARD

The county electoral board is appointed by the chief judge of the judicial circuit for the county. Board members are responsible for ensuring any person eligible to cast a ballot in the Commonwealth of Virginia is able to do so according to the laws of the Commonwealth. The Board ensures all necessary preparations are in place for each election day, provides guidance to officers of election on each election day, and ensures the accuracy of each election outcome. The Electoral Board also appoints the county's general registrar and officers of election and maintains accurate minutes and election records.

PUBLICATIONS

Brooks, B. (2025). *Claiming Fire: Leadership Identity and Becoming as a Black Lesbian*. Self-published.

Brooks, B. (2021). *The Complete Compassion Card Deck*. Self-published.

Brooks, B. (2018). *The intersection of multiple identity formation and leadership development as a Black lesbian leader: A critical autoethnographic case study*. (Doctoral dissertation, The Chicago School of Professional Psychology, Washington, DC).

Brooks, B. (2015). *Black single mothers and the child welfare system: A guide for social workers on addressing oppression*. New York, NY: Routledge.

EDUCATION

Doctor of Philosophy (PhD), Organizational Leadership, The Chicago School of Professional Psychology, Washington, DC Campus, October 2018

Master of Social Work (MSW), Concentration in Children, Youth, and Families with a Mental Health Perspective, The University of Alabama, Tuscaloosa, AL, May 2004

Bachelor of Behavioral Sciences (BBS), Social Work, Hardin-Simmons University, Abilene, TX, May 2003

Bachelor of Behavioral Sciences (BBS), Psychology, Hardin-Simmons University, Abilene, TX, May 2003

LICENSES/CERTIFICATIONS

Perinatal Mental Health-Certified Clinician (PMH-C), Postpartum Support International, 10/2023

Licensed Clinical Social Worker (LCSW), Virginia, 6/2018, License #0904010547

Board Approved Clinical Supervisor, Virginia, 4/2021-4/2026

Licensed Independent Clinical Social Worker (LICSW), District of Columbia, 11/2010, License #LC50079026

Certified Compassion Fatigue Professional (CCFP), Evergreen Certifications, Wisconsin, 5/2021

Certified Clinical Trauma Specialist – Individual (CCTS-I), Trauma Institute International, Arizona, 6/2020

Certified Scrum Product Owner, Scrum Alliance, Colorado, 9/2020

Certified Emergency Mental Health Responder, DC Department of Behavioral Health Disaster Behavioral Health Response Team, Washington, DC, February 2015

Certified Child and Adolescent Trauma Treatment Specialist, Child Trauma Institute, Northampton, MA, September 2014

SPECIALIZED TRAINING

Digital Marketing Certificate, The University of Maryland, College Park, 10/2024

Interpersonal Psychotherapy for Perinatal Care, IPT Institute, 6/2024

Inspiring Change 2.0, The Center for Implementation Science, 8/2023

Fred Taylor “Roll Away the Stone” Leadership Development Certificate – Howard University, 5/2022

Clinical Supervision – Relias Academy, 12/2021

Understanding Race Based Trauma – NASW, 10/2021

Cognitive Behavioral Therapy Certificate – Academy of Modern Applied Psychology, 9/2021

Non-Profit Management: Organization Assessment & Strategic Planning – ContinuED Social Work, 7/2021

Women’s Entrepreneurship Certificate – Cornell University, 6/2021

Diversity, Equity, & Inclusion in the Workplace Certificate, University of South Florida, 5/2021

Telehealth for Mental Health Professionals – PESI, Inc., 4/2021

Dialectical Behavior Therapy Certificate – Psychology Academy, 2/2020

Professional Grief and Bereavement Counseling - The KEW Training Academy, 2/2020

Rational Emotive Behavior Therapy Certificate – Graham Nicholls Strategic Coaching & Training, 5/2020

Perinatal Mood Disorders: Components of Care – Postpartum Support International, Inc. (PSI), 9/2020

Advanced Perinatal Mental Health Psychotherapy Training – PSI, Inc., 9/2020

PROFESSIONAL PRESENTATIONS

Mental Health in the Workplace

Human Rights Commission – Prince William County (VA)

January 2024

Psychological Safety

DC Child and Family Services Agency

July 2023

Support for LGBTQIA+ Families - Social Support Webinar Series

Postpartum Support International

July 2023

Sharing Our Stories – Seeking Mental Health Support

Guest Speaker - Prince William County Walk for Mental Health

May 2023

Race Equity in Child Welfare

Fellowship and Feedback Series

DC Child and Family Services Agency

May 2023

Cultural Humility in Child Welfare

DC Child and Family Services Agency
May 2023

**Creating a High-Quality, Humane, and Respectful Approach to Advance CWLA's Vision
Panelist - Closing Lunch Plenary**

Child Welfare League of America National Conference
April 2023

CWLA Member Equity Committee

Facilitator - Regional Roundtable Discussions
Child Welfare League of America National Conference
April 2023

Recognizing and Healing Intergenerational Trauma

Keynote Speaker - Bread for the City Wellness Day
April 2023

The Mental Health of Black Women

Order of the Eastern Star – Grace Chapter #239 Annual Tea
March 2023

Serving from the Overflow

Safe Spot Child Advocacy Center
July 2022

The Complete Compassion Workshop

Safe Spot Child Advocacy Center – Wilkesboro, NC November 2022	NASW – Virginia DMV Conference March 2022	National Child Advocacy Center Conference March 2022
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Coping with Stress and Anxiety: Strategies for Parents to Support their Teens

NAMI – Prince William
April 2022

Conducting a Community Needs Assessment

South Atlantic Region – Delta Sigma Theta Sorority, Inc.
November 2021

Emotional Intelligence in the Workplace

ADVANCE Grant
Miles College
October 2021

Understanding, Identifying, and Managing Implicit Bias for Birthing Professionals

Keynote Address
DONA International Virtual Summit
October 2021

The Essentials of Critical Thinking

DC Department on Aging and Community Living
Virtual
July 2021

Motivational Interviewing and the Stages of Change

Building Blocks DC – Gun Violence Prevention

Pre-Service Training
July 2021

Social Worker Doula MASTERCLASS

Social Worker Doula Mentor Program
Virtual
November 2020

Cultural Humility as an Anti-Racist Approach

Mid-Atlantic Anti-Oppression Social Work Coalition First Annual Conference
September 2021

DONA International Summit
October 2020

DC Department of For-Hire Vehicles
July 2020

Ethical Child Welfare Practice with LGBT and Gender Non-conforming People

Transform Your Practice One Day Conference
University of the District of Columbia
April 2019

Secondary Traumatic Stress (STS) and Organizational Culture: Administration's Role in Addressing STS

NCCAN National Conference 2019
National Council on Child Abuse and Neglect Conference
April 2019

Black Single Mothers and the Child Welfare System: A Workshop on Addressing Oppression

5th Annual Conference on Child Well-Being: Roads to Resilience
Maryland CASA
September 2021

Marion County (IN) Department of Child Services
Virtual
May 2021

Cultural Impact Conference
Chicago, IL
March, 2017

National Association of Black Social Workers
Washington, DC
April, 2017

Color of Child Welfare Conference
Milwaukee, WI
May 2016

The Experience of Pregnancy and Infant Loss

One Mic Stand Podcast
<http://percolate.blogtalkradio.com/heartheshow/2015/10/18/onemicstandshow-the-experience-of-pregnancy-and-infant-loss>
October 2016

Raising Our Emotional Quotient: Understanding Emotional Intelligence and Its Impact

LGBT Greek Brunch

Real Bios Talk
August 2016

Mental Health and the Black LGBT Community

What You Thought You Knew Webinar Series
Kappa Xi Omega Sorority, Incorporated
March 2016

Unique Development of LGBTQ Youth

ABSW Washington Metro Chapter 16th Annual Conference
Association of Black Social Workers
September 2014

From Case Manager to Social Worker: Understanding the Impact of Leadership Styles in Child Welfare

NASW 2014 National Conference
National Association of Social Workers
July 2014

Intersectionality and LGBTQ People of Color

Race Equity Workgroup
Center for the Study of Social Policy
May 2014

Community Acceptance and LGBTQ Youth: Understanding the Church's Role

Human Welfare Committee
United Methodist General Board of Church and Society
September 2013

LGBT Youth in Foster Care: Challenges and Strategies

2013 Contemporary Social Issues Seminar Series
WESTAT
Universities at Shady Grove
Rockville Institute
March 2013

Addressing LGBTQ Issues in Child Welfare Practice

18th National Conference on Child Abuse and Neglect
Office on Child Abuse & Neglect
Administration for Children and Families
US Department of Health & Human Services
April 2012

VOLUNTEER LEADERSHIP EXPERIENCE

Second Vice President, National Council of Negro Women, Stafford-Fredericksburg Section, August 2024

Co-Chair, Program Planning and Development

South Atlantic Region, Delta Sigma Theta Sorority, Inc., July 2024

Corresponding Secretary, Action Planning Committee Chair,

Fredericksburg Area Alumnae Chapter (FAAC), Delta Sigma Theta Sorority, Inc., July 2024

Secretary

Women Inspiring Women Leaders, American Business Women's Association, August 2023, August 2024

Member, 2024 Regional Nominating Committee

South Atlantic Region, Delta Sigma Theta Sorority, Inc. August 2022

Recording Secretary, Program Planning & Development Committee Chair,

FAAC, Delta Sigma Theta Sorority, Inc., July 2022

Co-Chair, Program Planning & Development, FAAC, Delta Sigma Theta Sorority, Inc., July 2020-June 2022

Parliamentarian, National PanHellenic Council – Greater Fredericksburg, January 2021 – December 2022
Support Group Facilitator, Postpartum Support International (PSI), November 2020 – December 2023
Committee Member, DONA International Anti-Racism Focus Group, August 2020 – 2023
National First Vice President, ACES, Inc. Professional Social Work Sorority, June 2020 – January 2021
Board of Directors, National Alliance on Mental Illness (NAMI) – Prince William, April 2020 - present
PSI Support Coordinator, Postpartum Support International, October 2019 – August 2021
Recording/Corresponding Secretary, National PanHellenic Council – Greater Fredericksburg, Oct 2019
National President, Kappa Xi Omega Sorority, Inc., February 2018 – February 2023
Regional Cluster Coordinator, Kappa Xi Omega Sorority, Inc., February 2016 – February 2018
Social Media Manager, Kappa Xi Omega Sorority, Inc., February 2014 – February 2016
Program Development, Women's Global Leadership Initiative, February 2016 – December 2016
Lead Community Resources Liaison, @TheWell, July 2015 – May 2018
Live Chat Operator, My Miscarriage Matters, July 2015 – January 2018
Board of Directors, Wanda Alston Foundation, January 2015 – June 2017
Board of Directors Chair, Young Ladies of Tomorrow, Inc., November 2014 – December 2015
Director of Counseling & Programming, Young Ladies of Tomorrow, Inc., May 2014 – December 2015

MEMBERSHIPS

National Coalition of 100 Black Women, 2024
 American Business Women's Association, 2021
 National Association of Social Workers, 2021
 National Association of Perinatal Social Workers (NAPSW), 2020
 Postpartum Support International, 2019
 Delta Sigma Theta Sorority, Incorporated, 2018
 Kappa Xi Omega Sorority, Incorporated, 2013
 National Council of Negro Women, 2012
 National Association of Black Social Workers, 2011
 National Black Justice Coalition, Member, 2011