

ANNIE R. GRIER

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SENIOR COORDINATOR FOR DIVERSITY & INCLUSION

Equity, Diversity & Inclusion Office
Florida State University
282 Champions Way, A6200 University Center
Tallahassee, FL 32306

ADJUNCT FACULTY

Graduate School of Social Service (OnlineMSW)
Fordham University
113 West 60th Street
New York, New York 10023

OWNER

IDEAAS, LLC
Tallahassee, FL 32301

EDUCATION

WASHINGTON UNIVERSITY IN ST. LOUIS 2014
Master of Social Work (Specialization: Research)

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL 2004
Bachelor of Arts in Psychology and Communication Studies

CAREER PROGRESSION

LEADERSHIP IN HIGHER EDUCATION

SENIOR COORDINATOR FOR DIVERSITY & INCLUSION

Office of Human Resources; Equity, Diversity & Inclusion Office
Florida State University – Tallahassee, FL 4/2020 – Present

SELECTED ACCOMPLISHMENTS

- Develop and execute university-wide **inclusion, diversity, equity, anti-racism, accessibility and sustainability (IDEAAS)** efforts for faculty, staff and students
- Coordinate and support President’s Council on Diversity & Inclusion—standing body of faculty, staff, administration and students—charged with achieving university’s strategic plan diversity goals:
 - Coordinate Council workgroups and advance projects related to assessment and research, speaker series and special events, grants and sustainable funding, student initiatives, community relations, and becoming a Hispanic Serving Institution (HSI)
- Coordinate FSU Affinity Groups comprised of faculty and staff from underrepresented groups:
 - Create opportunities for faculty engagement; recently created Lunch & Learn series for university Offices and units to present to faculty and staff from underrepresented groups, increasing knowledge and access to critical university resources for retention and advancement
 - Create cross-campus collaborations to facilitate faculty and staff partnerships, relationship building
 - Advocate across university Offices and units to secure resources for Affinity Groups and further institutionalize and elevate Groups at the university
 - Use data to identify gaps and create recruitment strategies to increase Group membership/visibility
- Identify best practices in faculty recruitment, retention and promotion; develop initiatives to increase hiring

- and success of faculty from underrepresented groups; benchmark practices at peer institutions
- Lead strategic planning of equity, diversity and inclusion (EDI) initiatives in university departments using internally developed tool; guide academic units in creating Equity, Diversity & Inclusion Strategic Plans
 - Provide on-going IDEAAS consultation to academic and administrative units
 - Collaborate and partner with faculty, university provosts and presidents, and staff to plan, promote and execute IDEAAS projects
 - Create and deliver trainings on IDEAAS-related topics; certified diversity and inclusion trainer (National Coalition Building Institute)
 - Coordinate and monitor Diversity & Inclusion Certificate; review and certify theory to action projects completed by faculty and staff; instructor for Core Session: Culturally Responsive Teaching & Research

DIRECTOR OF COMMUNITY PARTNERSHIPS AND TRAINING

Institute for Justice Research and Development, College of Social Work

Florida State University – Tallahassee, FL

8/2018 – 4/2020

Promotion from Smart Decarceration Initiative

SELECTED ACCOMPLISHMENTS

- Provided leadership and strategic planning; contributed innovative solutions to complex problems for a multi-million-dollar research organization at R1 public university
- Oversight for unfunded and funded (\$565,000) projects; developed and executed multiple concurrent initiatives and programs integral to organization's success
- Collaborated with faculty researchers and staff to develop, implement, and evaluate culturally responsive research, intervention development and dissemination
- Cultivated relationships with local, state, and national entities to advance research, practice and policy reform on criminal justice system and marginalized populations
- Developed career pipelines for undergraduate and graduate students and young staff; created and supervised internships and group supervision models across the country
- Created first-of-its-kind post-master's fellowship for recent MSW graduates working at intersection of social work and criminal justice; recruited and trained 18 fellows from across the country for 1st cohort
- Consultant for university, government and non-profit entities to assist with implementation and evaluation of policies, procedures, and practices
- Served as co-investigator with faculty for research projects; executed research study activities including relationship building, product creation and grant compliance/deliverables
- Served as liaison between stakeholders including academic, government and both for-profit and non-profit entities; represented organization at local, regional and national levels
- Conducted community presentations; organized conferences and convenings; delivered professional development seminars/trainings
- Created and coordinated Community Advisory Board, comprised entirely of formerly incarcerated adults that provide guidance and feedback on projects

ADDITIONAL HIGHER EDUCATION EXPERIENCE

SMART DECARCERATION INITIATIVE

Washington University in St. Louis – St. Louis, MO

5/2015 – 7/2018

Promotion from Concordance Academy

BROWN SCHOOL OF SOCIAL WORK

Washington University in St. Louis – St. Louis, MO

9/2012 – 5/2014

SELECTED ACCOMPLISHMENTS

- Managed major unfunded and funded (\$537,572) research projects; responsible for execution of strategic process; maintained projects' phased delivery, timeline and milestone achievement
- Coordinated consultants from university, business and nonprofit sectors resulting in execution of multiple concurrent projects
- Oversaw Promote Smart Decarceration Grand Challenge Education Working Group, comprised of faculty and students (American Academy of Social Work and Social Welfare)
- Assisted with development, coordination, implementation and evaluation of best practices
- Established trans-disciplinary advisory boards of subject matter experts, including faculty; guided team through design of innovative interventions
- Served on panels; organized and presented at conferences/symposia (from local to national) to educate and engage community in dialogue on decarceration
- Created policies, procedures, and evaluation metrics; analyzed data and prepared reports for senior administration, board, and partner organizations

ADDITIONAL WORK EXPERIENCE

CONCORDANCE ACADEMY OF LEADERSHIP – St. Louis, MO <i>Promotion from Washington University in St. Louis</i>	6/2014 – 6/2016
METROPOLITAN DEVELOPMENT COUNCIL – Tacoma, WA	1/2012 – 8/2012
LYDIA'S PLACE INC – Pittsburgh, PA	3/2008 – 7/2010
PRISON MOTHERS AND THEIR CHILDREN – Raleigh, NC	10/2005 – 3/2008
THE WOMEN'S CENTER (TEENS CLIMB HIGH PROGRAM) – Chapel Hill, NC	8/2005 – 8/2007

FELLOWSHIPS & AWARDS

PARTICIPANT Advanced Leadership Development Program – Florida State University	2020
FELLOW Network for Social Work Management – National Fellowship	2019
AWARDEE Graduate Research Symposium – Washington University in St. Louis	2013
AWARDEE Clinton Global Initiative University	2013
FELLOW Coro – National Fellowship	2010

PUBLICATIONS & PRESENTATIONS

BOOK CHAPTERS

Grier, A. & Bright, V. (2020). Beyond jobs: Building financial capability for adults returning to community after prison. In C. Callahan, J. Frey, & R. Imboden (Eds.), *The Routledge handbook on financial social work: direct practice with vulnerable populations*. New York, NY: Taylor and Francis Group.

Epperson, M.W., Pettus-Davis, C., **Grier, A.**, & Sawh, L. (2018). Promote Smart Decarceration. In R. Fong, J. Lubben, & R. Barth (Eds.), *Grand Challenges for Social Work and Society*. New York, NY: Taylor and Francis Group.

Pettus-Davis, C., Epperson, M. W., & **Grier, A.** (2016). Reforming civil disability policy to facilitate effective

and sustainable decarceration. In M. W. Epperson & C. Pettus-Davis (Eds.), *Smart decarceration: Achieving criminal justice transformation in the 21st century*. New York, NY: Oxford University Press.

Pettus-Davis, C., Epperson, M. W., Taylor, S., & Grier, A. (2016). Guideposts for the smart decarceration era: Recommended strategies from researchers, practitioners, and formerly incarcerated leaders. In M. W. Epperson & C. Pettus-Davis (Eds.), *Smart decarceration: Achieving criminal justice transformation in the 21st century*. New York, NY: Oxford University Press.

MEDIA/SOCIAL MEDIA

Interview. [Diversity Talks](#) (podcast). *Center for Global Engagement*. Florida State University. January 27, 2021.

Interview. [Rigorously Relevant](#) (podcast). *Adventures in Social Work Research*. January 23, 2021.

[Civil rights, mass incarceration, and the needs of individuals during reentry](#). *Tallahassee National Action Network Radio Show*. September 25, 2018.

[Webinars showcase grand challenges leadership](#). *Center for Social Development*. Washington University in St. Louis. May 25, 2018.

Expert testimony. [Potential Impact of Community Bail Funds](#). Board Bill #260 (*motion passed*). *City of St. Louis Board of Aldermen*. Public Safety Committee. City of St. Louis City, Missouri. February 9, 2017.

[Interview](#). “13th” Screening at Washington University in St. Louis. *Rare Gem Productions with Jade Harrell*. November 9, 2016.

[Experts and advisers and leaders, oh my](#). On Leadership. *The Washington Post*. September 28, 2010.

[Jefferson Awards: They give comfort to women inmates](#). *Pittsburgh Post-Gazette*. February 8, 2010.

PEER-REVIEWED JOURNAL ARTICLES

Epperson, M., Patel, S., Sawh, L., Pettus-Davis, C., & Grier, A. (Under Review). *Examining case dismissal outcomes in prosecutorial-led diversion programs*.

Pettus-Davis, C., Grier, A., Epperson, M.W., & Sawh, L. (In Progress). Adopting deferred prosecution programs: Lessons from a process evaluation.

PRACTICE/POLICY BRIEFS & TECHNICAL REPORTS/TOOLS

Grier, A., Schmidt, L., & Julian, S. (2020). *And other related fields: strategies for social work students to develop competence in macro practice*. Network for Social Work Management.

Pettus-Davis, C., Epperson, M., Grier, A., Kraatz, M., Sawh, L., & Kennedy, S. (2018). [Deferred prosecution programs: An implementation guide](#). Florida State University. Institute for Justice Research and Development.

Copeland, P., Jacob, D., Young, D., Grier, A., Kennedy, S., & Tripodi, S. (2018). [Smart decarceration practice behaviors for social work and competencies](#). Florida State University. Institute for Justice Research and Development.

[Course Corrections: National public defenders summit on mental health & criminal justice](#). (2018). Policy Brief. Denver, CO: The Equitas Project.

Pettus-Davis, C., Epperson, M. W., & Grier, A. (2017). [Guideposts for the era of Smart Decarceration: Smart decarceration strategies for practitioners, advocates, reformers, and researchers](#). Community report. Center for Social Development, Washington University in St. Louis and University of Chicago.

Pettus-Davis, C., Epperson, M. W., & Grier, A. (2017). [Reverse civic and legal exclusions for persons with criminal charges and convictions](#). (Policy Action No. 9.1). Cleveland, OH: American Academy of Social Work & Social Welfare.

Pettus-Davis, C., Epperson, M. W., & Grier, A. (2016) [*From mass incarceration to effective and sustainable decarceration conference report*](#) (CSD Conference Report No. 16-43). St. Louis, MO: Center for Social Development, Washington University in St. Louis.

PANELS & PRESENTATIONS

National

Panelist. (2020). “*NSWM Policy Fellows Informational Panel*”. Network for Social Work Management. Virtual.

Grier, A. (2020). [*“And other related fields”: strategies for social work students to develop competence in macro practice*](#). Presentation. Network for Social Work Management, National Conference. Virtual.

Kim, J. (2020). University of Denver, Graduate School of Social Work. Solutions-focused Brief Therapy, SOWK 4700. Working with Hispanic/LatinX, and African American Clients [Video]. *Interview with Dr. Darren Whitfield, Dr. Husain Lateef, and Annie Grier*.

Epperson, M.W., Patel, S., Sawh, L., Sarantakos, S.P., Pettus-Davis, C., & Grier, A. (2019). Paper: Examining case dismissal and re-offense rates in deferred prosecution programs. Society for Social Work and Research 23rd Annual Conference. San Francisco, CA.

Epperson, M., Pettus-Davis, C., Grier, A. (2018). *Building social capacity: a core concept for the Promote Smart Decarceration Grand Challenge*. Roundtable. Society for Social Work and Research. Washington, D.C.

Epperson, M., Sawh, L., Claypool, E., Pettus-Davis, C., & Grier, A. (2018). *Deferred prosecution programs: examining the implementation of a prosecutorial innovation*. Presentation. American Society of Criminology. Atlanta, GA.

Grier, A. (2017). *From mass incarceration to smart decarceration*. Presentation. National Association for Social Work, New York City Conference. New York, NY.

Grier, A. (2017). *National study identifying actionable implementation strategies for “promote smart decarceration” grand challenge*. Presentation. Council on Social Work Education, Annual Conference. Dallas, TX.

Pettus-Davis, C. & Grier, A. (2017). *Deferred prosecution programs: Opportunities for social work to promote smart decarceration*. Presentation. Council on Social Work Education, Annual Conference. Dallas, TX.

Panelist. (2017). [*Smart Decarceration: Achieving criminal justice transformation in the 21st century*](#) (book launch). Washington University in St. Louis. St. Louis, MO.

Pettus-Davis, C.; Williams, E.; Grier, A.; Serdyukova, M.; Foster, M.; & Murugan, V. (2013). *Supporting prisoners after release: Strategies families use to prevent reincarceration*. Paper. Society for Social Work and Research, Annual Conference. San Antonio, TX.

Regional/Local

Presenter. (2020). [*Collaborative Collision: Anti-racism, Equity and Inclusion*](#). Florida State University. Tallahassee, FL.

Presenter. (2018). “*Mental Health and Criminal Justice in Florida: Research-Practitioner Partnerships*.” Co-presenter, Dr. Carrie Pettus-Davis. Florida Mental Health Council Annual Meeting. Palm Coast, FL.

Panel Moderator. (2018). “*True Conviction*” Screening. Cinema St. Louis. Washington University in St. Louis. St. Louis, MO.

Panelist. (2018). *Justice 2020: St. Louis Initiative*. City of St. Louis Circuit Attorney’s Office. St. Louis

University. St. Louis, MO.

Panelist. (2017). *"13th" Viewing and Panel*. Office of Diversity, Inclusion, and Equity. Washington University in St. Louis. St. Louis, MO.

Panelist. (2017). *Opportunity by Zip Code*. Washington University in St. Louis. St. Louis, MO.

Panelist. (2017). *Smart decarceration: Achieving criminal justice transformation in the 21st century* Book Launch. Washington University in St. Louis. St. Louis, MO.

Presenter. (2017). *From mass incarceration to smart decarceration*. Connections (Washington University in St. Louis Medical School). St. Louis, MO.

Presenter. (2017). *Promote smart decarceration grand challenge*. Southeastern Missouri State University. Cape Girardeau, MO.

Presenter. (2017). *Exploring the criminal justice system at The Brown School*. Brown School of Social Work. Washington University in St. Louis. St. Louis, MO.

COURSES

INSTRUCTOR

Spring 2021	SWGS 6814 Advanced Integrated Practice Evaluation and Research SWGS 6622 Advanced Integrative Practice with Organizations and Communities
Fall 2020	SWGS 6814 Advanced Integrated Practice Evaluation and Research

TEACHING ASSISTANT

Fall 2015	S55-5350 Transdisciplinary Problem Solving: Criminal Justice Involved Adults: Practice and Policy Interventions
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PROFESSIONAL & COMMUNITY SERVICE

PROFESSIONAL

Mentor	ProfessioNole Mentors Program – Florida State University	12/2020 – Present
Ambassador	Network for Social Work Management	7/2020 – Present
Member	Black Faculty and Staff Network – Florida State University	5/2020 – Present
Field Supervisor/Instructor	Office of Field Education – Florida State University, Washington University in St. Louis, St. Louis University, University of Missouri – St. Louis, University of Denver, Winthrop University, and Liberty University	11/2016 – Present
Member	Search Committee – Director, Student Equity & Inclusion, Florida State University	9/2020 – 11/2020
Policy Working Group Member	Promote Smart Decarceration Grand Challenge American Academy for Social Work and Social Welfare	4/2019 – 4/2020
Education Working Group Member	Promote Smart Decarceration Grand Challenge American Academy for Social Work and Social Welfare	3/2018 – 4/2020
Parent (Kinship Group)	Ujamaa – Washington University in St. Louis	09/2017 – 7/2018

Member	National League of Cities: City Leadership to Reduce the Use of Jails – St. Louis, MO	10/2017 – 1/2018
Advisor	Women’s Health in Brown (student group) Washington University in St. Louis	9/2015 – 5/2016

COMMUNITY

Founder & Lead Volunteer	Youth Group and Transitions Group – Tallahassee, FL	06/2020 – Present
Defensive End/Tackle & Volunteer	St. Louis SLAM Women’s Professional Tackle Football Team (3x National Champion) – St. Louis, MO	01/2016 – 7/2019
Founder & Lead Volunteer	Welcome Baby and With Love, Mom – St. Louis, MO	10/2015 – 7/2018
Board Member	Let’s Start – St. Louis, MO	9/2012 – 11/2014
Program Committee Member	Women’s Foundation of St. Louis – St. Louis, MO	9/2013 – 11/2014
Alumni Relations Chair, Fundraising Committee	Urban League Young Professionals – St. Louis, MO	1/2013 – 12/2014
Allocations Panel Volunteer	United Way of Greater St. Louis – St. Louis, MO	3/2013 – 11/2013
Board Member	New Connections – Tacoma, WA	9/2011 – 9/2012
Member (President, Pittsburgh Chapter 2009)	University of North Carolina General Alumni Association	9/2009 – 12/2014
Founder, Lead Organizer	Pittsburgh Diverse Divas – Pittsburgh, PA	11/2008 – 8/2010

CERTIFICATIONS

TEMPLE UNIVERSITY – Harrisburg, PA Family Development Credential	2010
DUKE UNIVERSITY – Durham, NC Certificate in Nonprofit Management	2009
<u>Curricula</u>	
NATIONAL COALITION BUILDING INSTITUTE Certified Equity, Diversity and Inclusion Trainer	2020
ACT AGAINST VIOLENCE: Parents Raising Safe Kids Curriculum Certified Facilitator	2009
PARENTING INSIDE OUT Certified Coach (facilitator)	2008