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## RACHELLE D. SMITH, PHD, LPC



*“Motivational, Innovative, Collaborative, and Results-Driven Diversity and Inclusion Expert”*

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### **EDUCATION**

Doctor of Philosophy, University of Missouri – St. Louis, 2013, Counselor Education and Supervision, Social Justice emphasis

Dissertation Title: *“Counseling Religious African Americans: Implications for a Social Justice Model of Intervention”*

Master of Education, University of Missouri – St. Louis, 2006, Clinical Mental Health Counseling

Bachelor of Art, University of Missouri – St. Louis, 2002, Psychology

### **LICENSURE & CERTIFICATION**

State Approved Supervisor, LPC/LCMC, Missouri, 2012

Licensed Professional Counselor, Missouri, 2010

### **NATIONAL PUBLIC RADIO INTERVIEW**

<https://news.stpublicradio.org/post/jane-elliott-taught-kids-not-be-prejudiced-now-she-sees-racism-growing#stream/0>

### **RELEVANT EXPERIENCE**

Diversity and Inclusion Leader. (Washington University School of Medicine, Saint Louis, Missouri. 2015 - present).

- Provide institutional leadership in advancing the school’s mission of achieving inclusive excellence
- Provide management for school, department, division, and program diversity, equity, and inclusion initiatives
- Assess departments, divisions, and programs for best practices and needs in inclusive excellence
- Provide vision and strategic direction of comprehensive diversity, inclusion, and equity practices regarding recruitment and retention of diverse faculty, staff, and students
- Review institutional policy for practices that are counterintuitive to developing a more diverse and inclusive community
- Serve as a consultant to the Office of Human Resources on training development, disabilities resources, gender equity, racial equity, recruitment, retention, and implicit bias training
- Design, assess, and deliver relevant diversity, equity, and inclusion training curricula that

- increases awareness, understanding, commitment, and action to inclusive excellence
- Ongoing collaboration with key internal and external stakeholders to ensure support for program development and implementation
- Participate in and develop ongoing professional development on “next” practices within diversity, equity and inclusion
- Designing and piloting the development of equity councils that include the voices of employees and students in the creation of a more equitable and inclusive campus culture

## EXAMPLES OF SIGNATURE PROGRAMS

### *Faculty Diversity Advisor Program*

The Diversity Advisor is an appointed faculty member or staff administrator whose responsibility is to serve on faculty search committees to ensure that best practices in diversity, inclusion, and equity are utilized throughout the faculty search and hiring processes. As the lead on the implementation of this initiative, my responsibilities include:

- The development of the online training curriculum, which educates Advisors on the impact of unconscious bias in the hiring process
- Guiding the collaborative process of creating the face-to-face curriculum that trains all diversity advisors on their responsibilities as well as provides resources for their success
- Developing an application rubric and score card based on job descriptions which value diversity and inclusion
- The provision of resources that will result in increased recruitment of individuals from groups that are underrepresented in medicine
- Designing the Diversity Advisor Toolkit
- Creating an interview rubric and score card that values the role of diversity and inclusion throughout the hiring process
- Collecting and analyzing data to determine program effectiveness, as well as assess for needed modifications (Upon implementation of the Diversity Advisor Program)

### *Disabilities Training Curriculum*

The Disabilities Training Curriculum was initially intended to educate managers on their responsibilities to employees who are living with disabilities. The training has since been redesigned to be a two-part curriculum that is accessible to the entire university. My role in this project has been to facilitate the development of this institution-wide initiative. The training objectives for “Disabilities 1.0: Advancing Inclusion” are to:

- Define disabilities
- Identify the impact of creating an inclusive environment for individuals living with disabilities
- Demonstrate the importance of recognizing unconscious bias in relation to visible and invisible disabilities
- Facilitate the design of an effective inclusive practice for participants’ corner of the University.

Upon completion of Disabilities 2.0, attendees will be able to:

- Identify key indicators of ADA Compliance

- Recognize the role of empathically understanding employee concerns regarding disclosure of disabilities
- Effectively implement the Interactive Process
- Identify resources for providing reasonable workplace accommodations.

*Foundational Principle of Inclusion Excellence (FPIE) Assessment Tool*

The FPIE is an AAMC culture and climate assessment tool that is designed to assess departments/programs on the successful implementation of the nine principles of inclusion excellence for academic medicine institutions. Washington University School of Medicine was selected to serve as a pilot institution for the FPIE. The FPIE assesses success with the principles, and lays the foundation for concrete actions steps that will be needed to mitigate any identified areas of concerns. My role in this process is to administer the assessment, collect and analyze the data, and provide educational leadership with recommendations for their next steps. The recommendations are derived from the assessment results, but are not prescriptive.

Adjunct Professor. (Webster University, Counseling Department, Saint Louis, Missouri. 2016).

- Teaching Clinical Mental Health courses to master's level students
- Educate students on cultural competency and cultural empathy within group counseling
- Instructs students on the effective use of Group Counseling as a source of cultural change

Contributing Faculty. (Walden University, Counselor Education and Supervision Program/Clinical

Mental Health Counseling Program, Minneapolis, MN. 2013-2016). Teaching and Clinical Supervision.

- Provided instruction and clinical supervision to master's and doctoral level counseling students
- Educated students on the integration of cultural competency and cultural empathy throughout the entirety of their professional identity

Coordinator of Multicultural Services & Community Interventions. (St. Louis University, University Counseling Center, Saint Louis, Missouri. 2015).

- Provided outreach services to minority students who would typically not attend counseling
- Partnered with university faculty to include mental health as a part of their curriculum
- Creatively engaged diverse students in through culturally competent and culturally empathic counseling services
- Developed and implemented a strategic marketing plan to increase the number of minority students receiving services at the Student Counseling Center

Instructor & Program Director. (St. Louis Community College – Meramec, Department of

## Social

and Behavioral Sciences, Saint Louis, Missouri. 2012 – 2015).

- Developed matriculation agreements between St. Louis Community College and area St. Louis universities (University of Missouri – St. Louis, Fontbonne University, and St. Louis University)
- Educated undergraduate students on Human Services and Addiction Studies
- Designed the Human Services and Addictions Studies course
- Developed and implemented a recruitment and retention plan for students from diverse backgrounds
- Created and implemented a recruitment and retention plan for faculty from diverse backgrounds
- Assessed program effectiveness in collaboration with internal and external stakeholders
- Provided annual reports of student and faculty data
- Courses Taught: Policy and Politics, Intro to Human Services, Crisis Intervention, Group Processes and Procedures, Theories and Skills, and Practicum

Adjunct Instructor. (St. Louis Community College – Meramec, Department of Social and Behavioral

Sciences, Saint Louis, Missouri. 2009-2012).

- Educated undergraduate students on Human Services and Addiction Studies
- Courses Taught: Policy and Politics, Intro to Human Services, and Theories and Skills

Adjunct Assistant Professor. (University of Missouri-St. Louis, Department of Counseling and Family Therapy, Saint Louis, Missouri. 2008).

- Instructed master's level counseling students
- Courses Taught: Supervision and Group Counseling

Program Coordinator. (University of Missouri – St. Louis, GEAR UP – St. Louis, Saint Louis, Missouri. 2007 – 2009).

- Conducted ongoing program assessment
- Training Design and Coordination for educators, students, and families
- Conducted URM student community outreach to increase parental engagement
- Developed and fostered partnerships to provide increased student and family access to four-year institution and resources
- Supervised a team of eight staff
- Coordinated program marketing and promotion strategy

Doctoral Level Supervision Intern. (University of Missouri – St. Louis, Department of Counseling

and Family Therapy, Saint Louis, Missouri. 2007-2008.)

- Provided clinical supervision of master's and doctoral level clinical mental health counseling students

Teaching Assistant. University of Missouri – St. Louis, Department of Counseling and Family Therapy, Saint Louis, Missouri. 2006 – 2008.

- Supervision and Teaching.

Crisis Intervention Counselor. (Behavioral Health Response, Saint Louis, Missouri. 2006 – 2007).

- Provided crisis intervention counseling services to local, regional, national, and international clients
- Assisted multiple clients to avoid suicidality and self-harm
- Assisted organizational leaders with managing crisis that could have resulted in harm to employees, the organization, or clientele

Teaching Assistant. University of Missouri – St. Louis, Department of Teaching and Learning, Saint

Louis, Missouri. 2006 – 2007.

- Supervision and Teaching.

Master's Level Intern. (Concordia Seminary, Saint Louis, Missouri. 2005 – 2006).

- Provided addictions, career, family, couple, and child counseling services
- Utilized a social justice counseling approach to mental health

Community Support Worker. (Behavioral Health Response, Saint Louis, Missouri. 2004 – 2005).

- Provided case management and group counseling to women recovering from addictions
- Assisted clients with finding housing, transportation, career, and medical resources

Special Education Teacher. (St. Louis City Public Schools, Department of Special Education, Saint

Louis, Missouri. 2000 – 2004).

- Provided classroom instruction to students living with invisible disabilities such as: mental health disabilities, learning disabilities, and intellectual disabilities
- Conducted annual assessments on each individual students' progress and required support for educational needs

## **PRESENTATIONS**

**Smith, R. D.,** Stamp, E., & Wilson, S. (2019). A Practice Based Model of Creating an Inclusive

Space through Human Resources Collaboration. Association of American Medical Colleges

Group on Diversity and Inclusion. Chicago, IL.

**Smith, R. D.,** Stamp, E., Robinson, M. B., DeCou, D., & Blash, D. (2018). Disability 1.0. Department of Human Resources. Washington University School of Medicine. St.

Louis, MO.

**Smith, R. D.** (2018). Stereotype Threat and Imposter Syndrome. Department of Internal Medicine.

Washington University School of Medicine. St. Louis, MO.

**Smith, R. D.** (2018). Click-the-Line. Program of Occupational Therapy. Washington University School of Medicine. St. Louis, MO.

**Smith, R. D.** (2018). Click-The-Line. Diversity Week. Washington University School of Medicine. St. Louis, MO.

**Smith, R. D.** (program submitted). The Ivory Tower-to-Inclusive Community Conversion Experience. National Association of Health Services Executives. San Antonio, TX.

**Smith, R. D.** (2017) The Truth Behind Diversity and Inclusion: The One Secret We Never Told You. Leadership Council. Washington University School of Medicine. St. Louis, MO.

**Smith, R. D.** (2015). Human Services and Counselor Education: Examination of Counselor Preparation Alliance. Midwest Organization for Human Services. Ankeny, IA.

**Smith, R. D.** (2014, March). A Hustler's Approach to Building a Successful Private Practice: Things I Wish my Graduate School Would Have Taught me. American Counseling Association (ACA). Honolulu, HI.

**Smith, R.D.** (2013, October). Sex Trafficking and Social Justice Counseling: Student Awareness

Enhanced Through Service Learning. Association for Counselor Education and Supervision Conference (ACES). Denver, CO.

**Smith, R. D.** (2012, October). Religious African Americans: Historically Rooted Perceptions of

Professional Counseling. North Central Association for Counselor Education and Supervision Conference (NCACES). Kansas City, MO.

**Smith, R. D.** (2010, October). The Relationship between Religion and Counseling: An African American Perspective. North Central Association for Counselor Education and Supervision Conference (NCACES). Chicago, IL.

Coker, A. D., Meyer, D., **Smith, R. D.**, & Price, A. (2007, October). Group Work with Homeless

African-American Women. Association for Counselor Education and Supervision Conference (ACES). Columbus, OH.

## **SERVICE**

St. Louis, MO, Better Angels. Missouri State Coordinator. (2019 – Present)

Washington University in St. Louis, Diversity & Inclusion Writing Group. Project Manager. (2017 – Present)

Washington University in St. Louis, D&I Learn@Work Steering Committee. Project Manager. (2016 – Present)

Washington University in St. Louis, Assembly Series Committee. Committee Member. (2016 – Present)

Washington University in St. Louis, Telecommuting Work Group. Committee Member. (2016 – Present)

Washington University in St. Louis, Assessment Subgroup of Diversity Training Working Group

established by Commission on Diversity and Inclusion. Chair. (2016)  
Washington University in St. Louis, Bias and Discrimination Subgroup of Diversifying Staff Working Group established by Commission on Diversity and Inclusion. Co-Chair. (2016)  
Commission on Diversity and Inclusion (2016)  
Washington University in St. Louis School of Medicine, Campus Climate Workgroup. Committee Member. (2015-2016)  
St. Louis Community College – Meramec, District Governance Committee. Committee Member. (2015)  
St. Louis Community College – Meramec, Campus Governance Committee. Committee Member (2014-2015)  
St. Louis Community College – Meramec, Human Services Club. Sponsor (2014-2015)  
St. Louis Community College – Meramec, Faculty Awards Committee. Committee Member. (2014- 2015)  
St. Louis Community College – Meramec, Diversity Committee. Committee Member. (2014)  
St. Louis Community College – Meramec, Social and Behavioral Science Colloquium. Chair (2011- 2015)  
St. Louis Community College – Meramec, Social and Behavioral Sciences Department Chair Search Committee. Committee Member. (2012)  
St. Louis Community College – Meramec, Women’s History Month Committee. Committee Member. (2012-2015)