

SONJA A. SUTHERLAND, PhD, LPC, BC-TMH, ACS

Licensed Professional Counselor | Board Certified Telemental Health Counselor | Approved Counselor Supervisor

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DIVERSITY CONSULTANT AND EDUCATOR

Chief Diversity Consultant to the President

Richmont Graduate University, Atlanta, GA 30339 (8/2021 – to current)

- Provide consultation to university President and Cabinet surrounding strategic direction for institution-wide diversity initiatives and culture change.

Inaugural Director, Office of Diversity & Inclusion Chair, Diversity Task Force

Richmont Graduate University, Atlanta, GA 30339 (1/2019 – 8/2021)

- Provided strategic direction and leadership for the development of the institution's first Diversity Advisory Council, statement of diversity and inclusion, and Office of Diversity & Inclusion.

Publications

Sutherland, S. (2017). Providing effective feedback in social and cultural diversity courses. *In Ideas and research you can use: VISTAS 2017*. Retrieved from <http://www.counseling.org/knowledge-center/vistas>

Sutherland, S., Jones, M. (in press). Addressing. In S. Dermer & J. Abdullah (Eds.), *The SAGE Encyclopedia of Multicultural Counseling, Social Justice, and Advocacy* (Vol 4). SAGE.

Sutherland, S., Peterkin, N. (in press). RESPECTFUL. In S. Dermer & J. Abdullah (Eds.), *The SAGE Encyclopedia of Multicultural Counseling, Social Justice, and Advocacy* (Vol 4). SAGE.

Sutherland, S., Conner, W. (in press). Cultural genograms. In S. Dermer & J. Abdullah (Eds.), *The SAGE Encyclopedia of Multicultural Counseling, Social Justice, and Advocacy* (Vol 4). SAGE.

Continuing Education Trainings and Presentations (*Diversity*)

- Sutherland, S.** (2021). The role of race and implicit bias in schools: Addressing the need for equity. *Telehealth Certification Institute*.
- Sutherland, S.** (2021). Racial & Cultural diversity 2: Working with Intergenerational Race-Based Trauma. *Kaiser Permanente, Georgia*.
- Sutherland, S.** (2021). Considerations for Telepsychology and Working with Racially Diverse Clients. *Georgia Psychological Association*.
- Sutherland, S.** (2021). Racial & cultural diversity: Understanding trauma and intervention. *Telehealth Certification Institute*.
- Sutherland, S.** (2021). Cross-cultural civility-mindset development: A practical model for culturally competent clinical supervision. *Telehealth Certification Institute*.
- Sutherland, S.** (2021). Racial & cultural diversity: approaching ethical and culturally informed intervention in counseling and supervision. *Legacy Professional Development & Training*.
- Sutherland, S.** (2021). Racial trauma intervention basics: Working with racially and culturally diverse clients. *Legacy Professional Development & Training*.
- Sutherland, S.** (2021). Antiracist work in counseling and counselor education and supervision. *SACES Multicultural Counseling Interest Network*.
- Sutherland, S.** (2020). Racial & cultural diversity: approaching ethical and culturally informed intervention in counseling and supervision. *Kaiser Permanente, California*
- Sutherland, S.** (2020). Culturally-Informed Telemental Health Supervision. *Legacy Professional Development & Training*.
- Sutherland, S.** (2020). Knowledge = Power: Answers to therapists' questions about race, diversity, and advocacy. *Kaiser Permanente, Georgia*

Panel of Diverse Faculty Series

Fostering Helpful Conversations around Diversity in Higher Education

- (November, 2020). *BIPOC Faculty: Providing Support & Consultation while Managing Battle Fatigue*.
- (January, 2021). *Diverse Students: Tips for Engaging in Difficult Dialogue While Understanding Myself and Diverse Others*.

- (February, 2021). *BIPOC Counseling Students – Part 1: Tips for Managing Battle Fatigue & Successfully Navigating School and Career.*
- (February, 2020). *BIPOC Counseling Students – Part 2: Tips for Managing Battle Fatigue & Successfully Navigating School and Career.*
- (March, 2021). *Diverse Faculty: How to Support BIPOC Students.*
- (April, 2021). *Today's & Tomorrow's Church Leaders: Perspectives on the Role of the Church in Social Justice*

Academic Professional Presentations (*Diversity*)

Sutherland, S. (March 2020 – *Invited Cross-Cultural Track Speaker*). Our Mandate for Influencing Character and Civility in an Increasingly Uncivil World. National Conference, Christian Association for Psychological Studies (CAPS), Pasadena, California.

Sutherland, S. (October 2019). Cultural Competence Pedagogy & Supervision: Mediating the Mental Health Gap through a developmental approach to counselor cultural competence training. National Conference, Association for Counselor Education and Supervision (ACES), Seattle, Washington.

Sutherland, S. (2018, February). Cultural competence pedagogy: A developmental approach for counseling students and graduates. Cross-Cultural Counseling and Education Conference for Research, Action, and Change. Savannah, Georgia.

Sutherland, S., Paige, L., Bryan, R., Bryant, A., Hines, K. (October, 2017). Counselor Cultural Competence Development through the use of In-Course Process Groups. National Conference, Association for Counselor Education and Supervision (ACES), Chicago, Illinois.

Sutherland, S. (2017, May). Cultural competence ethics in our sociopolitical world. State Conference, Licensed Professional Counselors Association of Georgia (LPCAGA), Savannah, Georgia.

HIGHER EDUCATION ADMINISTRATOR

Dean of Assessment, Planning, & Accreditation

Richmont Graduate University, Atlanta, GA 30339 (7/2018 – 8/2021)

- Assist the President in providing executive oversight for strategic planning;
- Provide guidance to University leadership in the development, implementation and oversight of a system for institutional and departmental strategic planning review.
- Coordinate activities related program and institutional assessment, state authorization (GNPEC, THEC, SARA), and regional accreditation (CACREP, SACSCOC);
- Maintain responsibilities previously assigned to Director of Institutional Effectiveness.

Director of Institutional Effectiveness

Richmont Graduate University, Atlanta, GA 30339 (7/2015 – 6/2018)

- Provide leadership for institutional and organizational effectiveness;
- Responsible for planning and implementing strategies that provide direction for institutional effectiveness and institutional outcomes;
- Coordinate annual assessment and planning processes;
- Plan, organize, and conduct workshops, seminars, and other training and development programs to assist faculty and staff in conducting and documenting effective and meaningful assessment activities;
- Work collaboratively with faculty and staff in the development, design, and implementation of course assessment and program evaluation processes.

Assistant Dean of Academic Affairs

Richmont Graduate University, Atlanta, GA 30339 (4/2015 – 6/2017)

School of Counseling

- Assist in coordinating the development and assessment of academic programs within the academic unit including curriculum review and development, evaluation of student learning objectives and effectiveness of SLO assessment methodology.
- Provide leadership in CACREP accreditation, maintenance and ongoing program comprehensive evaluation.

PROFESSOR OF COUNSELING

Core Faculty

Walden University, Atlanta, GA (8/2021 – Current)

School of Counseling

Masters of Clinical Mental Health Counseling (MACMHC)

Counselor Education & Supervision (CES – PhD)

Associate Professor of Counseling

Richmont Graduate University, Atlanta, GA 30339 (8/2014 – 8/2021)

School of Counseling

Masters of Clinical Mental Health Counseling (MACMHC)

Masters of Marriage & Family Therapy (MAMFT)

Courses Taught: Applied Practicum and Treatment Planning Lab (CED 6912)
 Counseling Systems and Interventions (CED 6133)
 Ethical, Legal and Professional Standards (CED 6123)
 Group Counseling (CED 7123)
 Helping Relationships (CED 6113)
 Internship I (CED 7932)
 Internship II (CED 7942)
 Lifestyles & Career Development (CED 7143)
 Practicum (CED 6922)
 Social & Cultural Issues in Counseling (CED 7153)

Visiting Professor

Uganda Christian University (2014)

- Provided counselor education training in supervision and assessment for counselors-in-training and participating members of the Uganda Counseling Association.

ENTREPRENEUR

Legacy Changers Worldwide

The Legacy Changers Worldwide Community promotes holistic change through providing emotional, relational, and mental wellness resources and education.

Founder, CEO

2010 - Current

www.LegacyChangersWorldwide.com

- **The Dr. Sonja Sutherland Show**
[*Mental Health and Family Wellness Radio*](#) (July 2017 – December 2019)
Hosted weekly radio show (WAEC, IBNX Radio) bringing focus to mental health and family wellness concerns in minority communities and combating social stigma through education and provision of resources. www.HelpForMyFamily.com

Legacy Professional Development & Training, LLC

Founder, CEO

Continuing Education Provider – NBCC Approved – ACEP No. 7034

Clinical Mental Health Counselor Supervisor

August 2014 – Current

www.LegacyProfessionalDevelopment.com

- Provide approved continuing education workshops for post-graduate associate level counselors pursuing professional counseling licensure, and licensed counselors maintaining ongoing licensure;
- Provide multi-culturally and trauma-informed clinical supervision for post-graduate associate level counselors pursuing professional counseling licensure;
- Provide oversight for clinical skills development (intake assessment, treatment plan development, case conceptualization, multicultural competency, use of empirically supported treatments, development of theoretical orientation, discharge summary development, counseling/social work ethics, self-awareness skills).

Legacy Changers Counseling Center

Providing holistic healing of multicultural and underserved communities through trauma and multi-culturally informed intervention
 Founder, Director, Clinician
 2010 - 2019

- Clinical intakes and individual as well as couples counseling;
- Provide consultation and supervision to clinical staff;
- Review clinician files to provide clinical oversight
- Conduct crisis intervention work as needed;
- Provide direction to center administrator for the oversight of management, personnel, and operational functions of the counseling center.

ADDITIONAL CLINICAL EXPERIENCE

Devereux Georgia Treatment Network

Clinical Therapist, Phoenix and Butterfly Units
 Kennesaw, GA (06/2010 – 7/2014)

- Provide clinical supervision for master's level counseling interns and post-graduate associate level counselors and social workers pursuing professional counseling and clinical social work licensure. Provide oversight for clinical skills development (intake assessment, treatment plan development, case conceptualization, multicultural competency, use of empirically supported treatments, development of theoretical orientation, discharge summary development, counseling/social work ethics, self-awareness skills).
- Provide for the behavioral health needs of male and female children and adolescents ages 14 - 21. Assess individual client needs, behaviors, and signs of common mental disorders.
- Provide individual, family and group psychotherapy for youth and families to include: Assessment and diagnosis; individual rehabilitation treatment planning; individual, group and family therapy; case management and documentation.

- Coordinate with primary treating departments (medical, educational, vocational, activity therapy) towards improving client's overall functioning.
- Liaison with community agencies (Department of Juvenile Justice, Department of Family and Children's Services, Community Service Board, MATCH, long and short term residential providers) to coordinate supportive framework for possible reintegration.
- Provide clinical and program supervision for Masters level counseling interns and Masters level counselors pursuing licensure.

The Bridge

Clinical Supervisor

Atlanta, GA (11/2008 – 03/2010)

- Provided oversight and direction for the clinical team, including both residential and outpatient services, in a manner that effectively utilizes agency resources and meets all contractual requirements as well as the needs of program clients.
- Oversaw provision of mental health, substance abuse, and discharge planning services including client assessments, treatment planning, counseling, referral, crisis intervention, on-call services, case management and discharge planning provided by the clinical staff.
- Provided clinical and program supervision for Masters level counseling interns, Masters level counselors pursuing licensure, and licensed clinicians.
- Assisted in directing all aspects of treatment delivery programs including overall program assessment and improvement. Designed and managed therapeutic program development; analyzed and revised curricula on a periodic basis to reflect innovations in the field.
- Oversaw clinical documentation to ensure it is timely, accurate, well written, and meets all internal and external standards to ensure clinical records will not result in audit deficiencies or financial paybacks. Tracked, reviewed, and signed off on assessments and other clinical documentation.
- Reviewed and utilized client data reports; attended quality assurance meetings; analyzed attainment of program goals and objectives.
- Maintained and developed clinical staff by supervising (directly or through delegation), including hiring, transferring, promoting, counseling, coaching, providing training opportunities, evaluating, and terminating.
- Maintained and enhanced professional and technical knowledge by attending educational workshops and seminars, reviewing professional publications, and establishing professional networks.
- Ensured compliance with policies and procedures as defined by federal and state law and regulations, grants and contracts.
- Coordinated case conferences and multidisciplinary team meetings and ensured therapeutic team follow up of clinical interventions.
- Established processes and developed protocols and policies to ensure consistency and standardization for clinical procedures

Behavioral Health Link

Clinician

Atlanta, GA (08/2009 – 02/2010)

- Provided crisis counseling through Georgia Crisis and Access Line (GCAL), statewide crisis call center.
- Provided clinical consultation to care managers on high acuity cases.
- Served as liaison with state hospitals, crisis stabilization programs, and Core providers to connect consumers in crisis with local area resources.

Devereux Georgia Treatment Network

Director of Community and Clinical Services

Kennesaw, GA (03/2007 – 10/2008)

- Oversaw strategic direction, management and ongoing programmatic assessment of human, financial (budget of \$1.2 million), and operational resources for Devereux's community-based treatment programs, including Child Placing Agencies, Child Caring Institutes, Medicaid Rehab Option Programs, Intensive In-Home Specialty Programs, and Comprehensive Child and Family Assessment Program.
- Oversaw maintenance of accreditation standards (CARF, DBHDD)
- Provided monitoring and evaluation of provision of case management and discharge planning services.
- Developed and implemented new and/or expanded community programs, including Devereux's first community mental health clinic.
- Established/maintained interactions with providers, parent groups, local and state governments and agencies, civic organizations, individuals and corporations.
- Provided clinical and program supervision for Masters level counseling interns and Masters level counselors pursuing licensure.

Clinical Therapist, Team Leader, Phoenix Unit

Kennesaw, GA (02/2006 – 03/2007)

- Provided for the behavioral health needs of male children and adolescents ages 14 - 21.
- Assessed individual client needs, behaviors, and signs of common mental disorders.
- Provided individual, family and group psychotherapy for youth and families to include: Assessment and diagnosis; individual rehabilitation treatment planning; individual, group and family therapy; case management and documentation.
- Coordinated with primary treating departments (medical, educational, vocational, activity therapy) towards improving client's overall functioning.
- Served as liaison with community agencies (DJJ, DFCS, CSB, MATCH, long and short-term residential providers) to coordinate supportive framework for possible reintegration.
- Provided clinical supervision for unlicensed therapists and masters level interns.
- Provided leadership in Phoenix (males) program development towards improving overall impact and effectiveness of male program.

The Bridges Center

***Quality Assurance Supervisor, Intensive Family Intervention (IFI) Services
Atlanta, Georgia (09/2006 – 03/2007)***

- Provided overall clinical program assessment and evaluation.
- Provided consultation for clinicians and staff regarding quality of clinical documentation.
- Made treatment recommendations in addressing therapeutic issues for individuals and families as needed.
- Conducted quality assessments with families served and address treatment concerns.

Attachment and Bonding Center of Atlanta

***Clinical Therapist, Team Leader, Intensive Family Intervention (IFI) Services
Atlanta, Georgia (08/2005 – 01/2006)***

- Provided family and individual therapy, parenting skills training, case management, crisis stabilization services and community linkage for adolescents and families involved with DJJ and/or DFCS with the goal of stabilizing the family unit and maintaining the consumer in their natural environment. Services provided through 144 hours of direct contact with child and family, several days per week over a 12 week period.
- Led and coordinated direction of family intervention services. Managed work of intervention team members and provided clinical supervision. Reviewed and ensured strength of team documentation.
- Served as liaison between case managers, parole officers, school officials, mental health providers and community-based programs to coordinate change agents towards more effective impact on consumer and family unit.

Transitional Family Services

Family Therapist

Atlanta, Georgia (1999 - 2005)

- Provided on-going, in-home therapy for individuals and families involved with the Department of Family and Children's Services to address individual mental health, and family unit deficiencies.
- Provided guidance in matching community services with client needs.
- Consultant to the Department of Family and Children's Services on families involved with Child Protective Services. Primary goals of the 30-day Comprehensive Child and Family Assessment were the evaluation of individual and family strengths and needs, offering recommendations for child placement, and making therapeutic recommendations for addressing individual and family unit deficiencies, toward the development/ restoration of successful functioning within the family system.

AlphaCare Mental Health Associates
Private Practice, Clinical Therapist
Atlanta, Georgia (1998 - 2006)

Areas of specialization (for ages 15 and above) include:

- Anger Management
- Career transition
- Communication
- Depression
- Divorce Recovery
- Family Unity
- Grief
- Marital Separation Support
- Marriage
- Mid-life crisis
- Parenting
- Post-Traumatic Stress Disorder
- Pre-marital
- Singles
- Teens
- Teens and Divorce Recovery
- Women's issues

ADDITIONAL PROFESSIONAL PRESENTATIONS

National (Refereed)

Sutherland, S. (2021). Compassion fatigue in education: An introduction to effective self-care. *Telehealth Certification Institute*.

Sutherland, S., Beijan, L., Mayo, K., Bettis, J. (April, 2017). Integration of ASERVIC competencies into practice. Counselor Education, and Supervision. National Conference, American Counseling Association (ACA), San Francisco, California.

Sutherland, S. (2016, July). Psychiatric residential treatment with commercially sexually exploited children. National Conference, American Mental Health Counselors Association (AMHCA), New Orleans, Louisiana.

Sutherland, S. (2016, March). Commercially sexually exploited children: Critical levels of community intervention and treatment. National Conference, Christian Association for Psychological Studies (CAPS), Pasadena, California.

Sutherland, S. (2015, July). Commercially sexually exploited children: Advocacy as an ethical mandate for the faith-based mental health community. National Conference, Association for Spiritual, Ethical and Religious Values in Counseling (ASERVIC), New York, New York.

Sessoms, E., **Sutherland, S.** (2012, April). Factors influencing effective post-secondary planning: A look at impacts of school counselors' beliefs and actions. National Conference, National Office for School Counselor Advocacy (NOSCA), National Harbor, Maryland.

Regional (Refereed)

- Sutherland, S.** (2018, January). Counselor ethics: Effective self-care for ensuring professional longevity and avoiding burnout. Regional Conference, Georgia College Counselors Association (GCCA), St. Simons Island, Georgia.
- Sutherland, S.** (2017, January). Social & Cultural Diversity Ethics: Justice for All? Regional Conference, Georgia College Counselors Association (GCCA), St. Simons Island, Georgia.
- Sutherland, S.** (2017, January). Ethical Supervision, Development and Evaluation of Mental Health Clinicians. Regional Conference, Georgia College Counselors Association (GCCA), St. Simons Island, Georgia.
- Sutherland, S.** (2016, October). Counseling and clinical supervision: Overcoming challenges of spiritual integration. Regional Conference, Southern Association of Counselor Educators and Supervisors (SACES), New Orleans, Louisiana.
- Sutherland, S.** (2016, January). Issues & ethics in the helping profession. Regional Conference, Georgia College Counselors Association (GCCA), St. Simons Island, Georgia.
- Sutherland, S.** (2015, October). The psychology of pimps & prostitutes: Promoting healing through love in the Christian community. Regional Conference, Christian Association for Psychological Studies (CAPS), Philadelphia, Pennsylvania.
- Cooper-Nurse, J., Faison, E., Maynard, D., **Sutherland, S.** (2014, September). Supervision innovation: Advocating for effective and responsible distance supervision competencies. Regional Conference, Southern Association of Counselor Educators and Supervisors (SACES), Birmingham, Alabama.

State (Refereed)

- Sutherland, S.** (2021). Effective & ethical self-care for clinicians: Post-pandemic through today. *Richmont Graduate University*.
- Sutherland, S.** (2019, June). The Ethics of Self-Care. Alcohol & Drug Abuse Certification Board of Georgia (ADACBGA), Atlanta, Georgia.
- Sutherland, S.** (2016, May). Ethics: On-the-ground and distance counseling issues. State Conference, Licensed Professional Counselors Association of Georgia (LPCAGA), Stone Mountain, Georgia.
- Felix, K., **Sutherland, S.** (2015, May). The Role of Spirituality and Religion in Counseling and Clinical Supervision. State Conference, Licensed Professional Counselors Association of Georgia (LPCAGA), Savannah, Georgia.

International & Domestic (Non-Refereed)

Sutherland, S. (2018, July). Suicide Risk Assessment. Continuing Education. The Educator, Lagos, Nigeria.

Sartor, D., **Sutherland, S.** (2018, June). Leveraging Emotional Intelligence. Continuing Education. The Educator, Lagos, Nigeria.

Sutherland, S. (2018, June). Ethics in the Helping Professions. Continuing Education. The Educator, Lagos, Nigeria.

Sutherland, S. (2014, September). Effective and ethical supervision: Development, maintenance and evaluation of clinicians. Continuing Education. Continuing Education. Uganda Christian University, Mokono Town, Uganda.

PROFESSIONAL SERVICE

ASERVIC Ethics Committee Member (2016 – 2019)

ACES National Conference Proposal Review Committee (2019)

ASERVIC National Conference Proposal Review Committee Member (2017)

Green Cross – Trauma Counselor (2017)

Focus: Providing trauma counseling for survivors of race riot in Charlottesville, Virginia following the KKK rally.

ASERVIC Professional Emerging Leader (2016 – 2017)

Volunteer professional service position providing 50 hours of service to ASERVIC during 2016-2017 academic term; receive mentorship from ASERVIC board member; participate in ASERVIC Board Meetings; present on behalf of ASERVIC at ACA 2017.

Kennesaw State University Department of Criminal Justice and Sociology – President, Advisory Board - Internship Program (2008)

Focus: Development of community-based relationships towards increasing KSU community involvement and opportunities for department interns.

Cobb County System of Care Committee - Founding Member (2007)

Focus: To bring together Cobb County mental health and human service agencies to staff and provide joint solutions for constituents who cannot be successfully served by one service agency. Agency members include Cobb County school system, Marietta school system, Cobb DFCS, Cobb DJJ, Cobb CSB, Douglass CCS, Cobb Douglas public health, and Devereux Georgia Treatment Network.

Marietta Cares for K.I.D.S Initiative – Steering Committee Member (2007)

Focus: To assist in team management of \$250,000 grant for identifying both barriers to mental health treatment service provision and mechanisms for addressing those barriers

through the Marietta City School System. Identify additional funding sources for future research and implementation.

Cobb Collaborative Grant – Committee Member (2007)

Focus: To assist in managing \$15,000 grant to develop and deliver training to therapeutic foster parents to empower them to manage and stabilize behaviors of higher-level foster children, for the purpose of reducing foster home disruption and foster parent recidivism influenced by unsuccessful placements. Provided oversight for development and documentation of outcome study.

Cobb County School System (1997 – 1999)

Focus: To coordinate school wide diversity programs through implementation of international festivals encompassing academic, culinary, and arts education from varying countries. Recruit international educators and musicians and coordinated in-school programming.

EDUCATION

Ph.D. – August 2015 - Counselor Education and Supervision

Regent University, Virginia Beach, Virginia

CACREP Accredited

➤ *DISSERTATION: Commercially Sexually Exploited Children: Identifying Factors Influencing Program Effectiveness Outcomes in Psychiatric Residential Treatment*

M.S. - June 1999 - Professional Counseling

Georgia State University, Atlanta, Georgia

CACREP Accredited

B.S. May 1989 - Psychology

New York University, New York City, New York

PROFESSIONAL LICENSES and CERTIFICATIONS

Approved Counselor Supervisor (ACS #2751) – National Board for Certified Counselors (NBCC)

Board Certified Telemental Health Counselor (BC-TMH #1371) – Center for Credentialing & Education

Licensed Professional Counselor (LPC #004104) – GA Composite Board of Professional Counselors

PROFESSIONAL AFFILIATIONS

American Counseling Association (ACA)

American Counseling Association of Georgia (ACA-GA)

- 2020 – Current Board Member

Association for Counselor Educators and Supervisors (ACES)

Association for Multicultural Development (AMCD)

Association for Spiritual, Ethical and Religious Values in Counseling (ASERVIC)

- 2016-2017: ASERVIC Professional Emerging Leader
- 2016 – 2019: Ethics Committee Member

Christian Association for Psychological Studies (CAPS)

- 2020: Assistant Conference Manager for International Conference

Licensed Professional Counselor Association of Georgia (LPCA-GA)