

## **Norris D. DuPree Jr., Ph.D.**

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**Objective:** Over the years, I have gained a wealth of knowledge and experience in the mental health field, various educational settings and working with diverse community agencies. I have earned my Ph.D. from the University of Nevada Reno in Counseling and Educational Psychology with an emphasis in Consultation. I have approximately 25 years of experience working with co-occurring disorders and at-risk families (children, adolescence and adults) that ranged from substance use, severe diagnoses (Bipolar, Schizophrenia, Anti-Social), developmentally delayed, traumatic brain injury, and fetal alcohol syndrome/fetal drug affect. I have also worked with agencies such as parole and probation, foster care, acute facilities, rehabilitation program, and various institutions. I worked in numerous education settings that consist of Washoe County School District, Storey County School District, and part-time professor at the University of Nevada, Reno. My mission is to empower individuals to live a productive life, despite circumstances they are encountering. My experience includes teaching, counseling, supervising, seminar facilitation, guest lecturer, threat assessment, consultant, team building and performance enhancement. I am currently self-employed at Transformations Therapy and Behavioral Consultation as an emotional and behavioral consultant.

### **Education**

5/2017 Ph.D. Counseling and Educational Psychology, University of Nevada Reno

6/2007 Ed.S. Counseling and Educational Psychology, University of Nevada Reno

12/2002 M.Ed. Counseling and Educational Psychology, University of Nevada Reno

9/1998 BA Degree in Psychology, University of Nevada Reno

6/1994 AA Degree in General Studies, Sacramento City College

### **Licensures & Certifications**

2003 License Alcohol and Drug Counselor (State of Nevada)

2007 License School Psychologist

2008 License Marriage and Family Therapist

2002 Certifications Family Wellness (SageWind)

2003 Certifications Creating Lasting Family Connections (A.C.C.E.P.T.)

2004 Certifications Trainer Crises Prevention Intervention  
(Bristlecone Family Resources)

### **Books**

Dissertation: African American Women Who have Experienced Interpersonal Violence and Their Process of Resilience

Take Your Life Back: Your Life, Your Purpose, Your Destiny, Your Vision, Your Destiny.

### **Specialized Trainings**

2017 Resiliency and Trauma  
2008 Eye Movement Desensitization and Reprocessing (Trauma)  
2008 Imagery Rescripting and Reprocessing Therapy (Trauma-Sexual Abuse)  
2007 Critical Incident Stress Management  
2002 Experiential Therapy (SageWind)

### **Facilitator and Presenter**

Current-Training on Mental Health for Various Agencies and Organizations  
2015-Current Race Symposium Collaboration between Law Enforcement and Minority Communities  
8/2015-Current President/Elijah's Mantle Prophetic Ministry School  
2014, 2015 Nevada Association for Court Career Advancement  
2013 Embracing Community Cultural Awareness  
2012 The National Association of Negro Business and Professional of Women's Club Inc.  
2012 ACCEPT  
2010 Editor Counseling and Conduct for Ministerial Manual COGIC  
2008 Current Guest Lecturer at numerous Universities, Churches, and Groups

### **Noted Accomplishments**

2020-Truckee Meadows Tomorrow Board  
2020-Faith Leaders and Renown Task Force for COVID-19  
2019-Equity and Diversity Task Force for Washoe County School District  
2019-Current Washoe County Sheriff's Office Community Engagement Committee  
2018- National Association for the Advancement of Colored People-Executive Board  
2017-Training with Law Enforcement on Cultural Diversity  
2012-Current Race Symposium between Law Enforcement and Minority Communities  
2013-Current Interview Reno Police Officers Candidates  
2015-Current Work with Law Enforcement on Reviewing Deaths of Minorities

### **Employment**

1/2019-Current Part-time Professor at the University of Nevada Reno

- ❖ Multi-cultural Counseling and Diversity
- ❖ Internship Family Therapy Counseling and Dynamics
- ❖ Course Syllabus
- ❖ Lecture and Facilitate Academic Discussions
- ❖ Academic Rubrics for Assignments
- ❖ Constructive Feedback

6/2015-Current Washoe County School District Consultant

- ❖ Consultant for Behavioral Problems
- ❖ Help with starting the clinical intervention program for children with at risk behaviors
- ❖ Assessments
- ❖ Clinical Team Meetings

- ❖ Mediate between school and parents
- ❖ Work with IEP and 504 plans

6/2012-Current            Clinical Coordinator and Supervisor for Treatment Homes

- ❖ Coordination of care for clients
- ❖ Ensure treatment plans are followed
- ❖ Work with psychiatrist and case manager
- ❖ Staff training
- ❖ Assessments (Initial and Risk)
- ❖ Individual and group therapy
- ❖ Work with quality assurance personnel

06/2010-Current        Consolidate Agencies of Human Services

- ❖ Work with Families Impacted by Domestic Violence in Hawthorne, NV
- ❖ Individual and Family Therapy
- ❖ Substance Abuse Assessment and Counseling
- ❖ Psychological Assessment
- ❖ Psychoeducational and Clinical Groups
- ❖ Consultation
- ❖ Staff Training
- ❖ Consult with School on Trauma and Behavioral Strategies

06/2008-Current        Transformations Therapy and Behavioral Consultation (Self-Employment)-President/CEO

- ❖ Consultant for Behavioral Organizations
- ❖ Individual/Couples/Family Therapy
- ❖ Trauma Therapy
- ❖ IQ/Psychological Testing
- ❖ Psychological Assessments
- ❖ Performance Enhancement
- ❖ Seminars
- ❖ Motivational Speaking
- ❖ Behavioral Consultation
- ❖ Substance Abuse Counseling and Assessments
- ❖ Psychotherapy and Psycho-educational groups
- ❖ Psychosocial Rehabilitation Services and Basic Skills Training (Family)
  - In Home and Community
- ❖ Treatment Homes-SED Adolescence
- ❖ Independent Living Programs-Young Adults

12/2014-6/2015        Transformations School

- ❖ Interim Principal for high risk adolescents that were suspended out of zoned schools
- ❖ Compassionate Leadership
- ❖ Crisis Interventions

- De-Escalation
- ❖ Behavioral Analysis and Strategies
- ❖ Strategies to Educate
- ❖ Communicated with parents and teachers
- ❖ Transitioned kids back into their zoned schools
- ❖ Group Facilitator
- ❖ Participated in IEP Meetings
- ❖ Attended Client and Family Team Meetings
- ❖ Wrote Reports and Assessments
- ❖ Trained Staff on Behavioral Analysis
  - Mediated with staff on behavioral strategies: Problem Solving and Coping Techniques

01/2008-06/2014      Committee Chairmen for Northern Nevada First Ecclesiastical Jurisdictional

- ❖ Conducted Meetings and Agendas for Organization and Leadership Trainings
- ❖ Helped facilitate group discussions
- ❖ Presented to Executive Leadership Committee
  - Recommended Speakers
  - Provided and facilitated agendas for trainings
- ❖ Produced a budget analysis for each meeting

10/2005-11/2008      Northern Nevada Child and Adolescent Services/ Division of Child and Family Services – Therapist

- ❖ Provide mental health assessment and treatment to children and families
- ❖ Provide Clinical Case Management service coordination to children and families
- ❖ Complete required case file material within agency timelines and in accordance with departmental policies and procedures
- ❖ Meet agency productivity standards with regards to indirect and direct services
- ❖ Provide community service, intern supervision and interface with community agencies
- ❖ Attended Seminars for Mental Health (CEUs)
- ❖ Staff with Clinical Team and Present Cases
- ❖ Provide on call assistance, suicidal assessments and crises interventions

9/2008-6/2009      School Psychologist-Storey County School Psychologist's

- ❖ Completed psychological testing and evaluation
- ❖ Write psychological reports and complete eligibility reports
- ❖ Attended eligibility and IEP meetings
- ❖ Completed interviews with parents and teachers
- ❖ Completed behavioral consultation with teachers and school administration
- ❖ Design recommendations to support students with challenges in and out of special education

- ❖ Consulted with teachers and parents through classroom observations and provided feedback and assisted in collaborative problem solving
- ❖ Participated in student support meetings and crises interventions
- ❖ Consulted with school administrators and teachers for mental health issues

9/2004-6/2007            University of Nevada Reno & Washoe County School District –  
School Psychologist Intern

- ❖ Response To Interventions Trainings
- ❖ Cognitive Testing
- ❖ Achievement Testing
- ❖ Functional Behavioral Analysis
- ❖ Attended Eligibility and IEP Meetings
- ❖ Seminars-Risk Assessment, Aspergers,
- ❖ Completed Reports with Adults, Adolescents and Children
- ❖ Child and Family Study Focus Team Meetings
- ❖ Behavioral Consultation
- ❖ Projective and Apperception Testing

9/2005-3/2006            Sports Psychology for Hug High School (Football and Basketball)

- ❖ Psycho Educational Groups
- ❖ Development of Team Concept and Building
- ❖ Performance Enhancement
- ❖ Development of Leadership Abilities & Resilience
- ❖ Visualization and Cognitive Awareness
- ❖ Development of Physical and Body Awareness

6/2004-6/2006            Little-Hill Group Facilitator

- ❖ Facilitated groups for mentally challenged adults
- ❖ Completed case notes after groups
- ❖ Met with staff concerning progress of clients

8/2005-10/2005           Bristlecone Family Resources - Clinical Director for Adolescents

- ❖ Staff Supervision
- ❖ Update staff on best Clinical Practices in the Field of Substance Abuse
- ❖ Attend Court to give updates concerning client's behavior in treatment
- ❖ Fiscal Management
- ❖ Weekly meetings with Clients Parole or Probation Officer
- ❖ Monthly Meetings with Clients Families; Monitor and Supervise Several Programs in the Facility

6/2003-8/2005            Bristlecone Family Resources - Senior Counselor of  
Specialty Services

- ❖ Substance Abuse Assessment
- ❖ Clinical Training and Development Committee Chair
- ❖ Clinical Training on Theoretical Perspective in Counseling
- ❖ Individual, Family and Group Counseling
- ❖ Behavior Modification
- ❖ Family Social Skills Training
- ❖ Experiential Therapy
- ❖ Case Manager

10/2000-6/2003 SageWind Treatment Center – Counselor

- ❖ Counseling, (Individual, Family, Groups)
- ❖ Psycho-Social Group Sessions
- ❖ Case Manager
- ❖ Attend Court-Review Hearings, Family Court, Adjudication Trials
- ❖ Meet with Clients Probation and Parole Officer
- ❖ Drug Treatment Rehabilitation

5/1999-10/2000 Aspen Community Service – Rehabilitation Therapists/Counselor

- ❖ Counselor-Case Manager
- ❖ Psycho-Social Group Sessions
- ❖ Alcohol and Drug Prevention
- ❖ Daily Activity Coordinator

8/1998-5/1999 Truckee Meadows Boys and Girls Club – Teen Coordinator

- ❖ Coordinated Daily Activities (Community)
- ❖ Gang Prevention
- ❖ Counseling
- ❖ Managed Staff and Teens
- ❖ Psycho-Social Groups

6/1997-8/1998 Willow Springs – Counselor

- ❖ Behavioral Management
- ❖ Documented and completed case notes during and after shifts
- ❖ Social Skills
- ❖ Counseling
- ❖ Attended Staff Meetings

6/1998- 11/1998 Truckee Meadows Boys and Girls Club - Program Educational Director/Counselor

- ❖ Tutored Children in Math and Reading

- ❖ Taught Social Skills Classes
- ❖ Taught Seminars on Gang Violence, Gun Control, Leadership and etc.
- ❖ Met with parents to discuss educational issues regarding their children

9/1996-8/1998      Bureau of Alcohol and Drug Abuse - Cultural Diversity Liaison

- ❖ Met with 60 minority agencies in Nevada to discuss services for disabilities
- ❖ Helped with Job Fairs throughout Reno and Sparks
- ❖ Worked closely with Employment Services in order to employ high-risk individuals who had minimal job experiences.
- ❖ Taught gang prevention course two times per week for at risk youth
- ❖ Case Management with numerous counselors in agencies for individuals with disabilities and at-risk youth
- ❖ Attended seminars, conventions, and community meetings

5/1995-9/1996      Vocational Rehabilitation - Counselor Intern

- ❖ Case Management of individuals with severe mental and physical disabilities
- ❖ Worked closely with minority agencies in the community
- ❖ Conducted intakes and supervised the orientation process
- ❖ Counseling patients

Kim Jackson is an African American Female, she was born on 11/26/1974, and she is currently 47 years old. I met with Kim Jackson on 3/18/2021. I was contacted by Terry Keyser-Cooper to address, Kim's response concerning her recent reaction to law enforcement. Kim was born and raised in Oakland, CA on the east side. Kim described her childhood as normal and pleasant. Kim reported that she had a great relationship with her mother and her father. Kim stated, "I was sheltered as a child and my mother really did not allow me to go anywhere."

Kim attended E. Morris Cox elementary school, middle school started Elm Hurst and finished at Frick Middle School, and attended Fremont High School in Oakland, CA and graduated in 1994. Kim reported that the administration at Fremont High School designated her to participate in a program called High School to Work Program. Kim reported that she was able to work with the Mayor Elihu Harris of Oakland, CA. Kim reported that she worked for the Mayor Harris for 5 years and helped to create a program called the Oaklanders Assistant Program. This program was designed to assist people with a variety of life needs. That consist of medical, financial assistant and literacy, and first-time homeowners, etc.

Kim reported that she did not have any negative experiences with Law Enforcement while in school. Kim reported that her younger sibling, was shot by Oakland Law Enforcement at approximately 19 years old, at the time she was in her 20s. Her younger sibling was paralyzed from the waist down.

While working as a paraprofessional teacher (teacher assistant) in the Oakland Unified School District, Kim reported that she and her siblings were pulled over by Oakland Law Enforcement. Kim reported that she was approximately 3 blocks away from her house. Kim stated, "Police pulled us over, and laid everybody on the ground with handcuffs." Kim asked the police officer "What is going on, you guys need to tell us why we were pulled over?" According to Kim's account the police officer stated, "We don't have to tell you anything." Kim stated, "You have to tell us something, you can't detain us for no reason, I know my rights." At this time, Kim stated the police officer picked her up by the back of her shirt, while she was in handcuffs and looked at her and stated, "So you think you have some rights, well I will show you how many rights you have." While Kim was suspended in the air, he dropped her, and she hit the side of the curve with her head and immediately she begin bleeding profusely. Kim reported one of the police officers hollered at his partner that is not right and they ordered him to release her.

Kim reported that she did not immediately go to the hospital, although the police offered, to take her she refused. When asked why, she stated "I just wanted to get away from them." That night Kim went home and cleaned her face. The next morning Kim went to work at E. Morris Cox Elementary School, she reported that her face was bruised, and she had a big lump on her face. While working in class with a student teaching math she blacked out and woke up in the hospital. Kim reported that she had a seizure due to the brain contusion she had from the police dropping her on the curve.



Kim highlighted that she tried to seek help against the Department of Oakland Law Enforcement. Kim stated, "I filled out a report with internal affairs, and never heard back from them." She also tried to contact several lawyers, but they denied her case. Kim experienced extreme frustration and anger with the system. Kim stated, "I was so young I did not know how to fight back and neither did I have the resources."

Currently, Kim has Epilepsy from the incident that took place with law enforcement. She has a permanent disability and due to the incident, she can no longer work or maintain employment. Kim continues to have seizures.

During the interview Kim was engaged, however, when she talked about her incident, she displayed anxiety, was tearful, her fist was clenched, and at times she needed to take time out, so she could calm down. Kim reported that she has recurring distressing memories and when she hears footsteps or in proximity of law enforcement, she is extremely uncomfortable. Kim reported in the past when she was driving, and law enforcement was around she became nervous, start sweating, heartbeat fast, and she would change speed because she was trying to evade police officers. At times, she would turn down streets so she would not be in sight of law enforcement. Kim displays hypervigilance and is easily startled; she experiences anxiety in the form of emotional distress and intrusive thoughts and believes that law enforcement will harm her. Kim reported that she tries to avoid law enforcement, even when she needs to contact them, she will not because she does not trust them. Kim stated, "I don't believe that I will get the help I need anyway." Kim has expressed that her encounter with law enforcement from the past, "Has taken my life away from me." Kim stated, "I used to work, help create programs, was attending school to become a teacher, and worked with the Mayor of Oakland. All that is gone." Kim has difficulty with building relationships and socializing because of the effects of her Epilepsy, "I can't trust the way things come out of my mouth." She constantly experiences seizures and sickness and currently take medication daily for her ailments.

Kim explained that when she is driving with other people and law enforcement is around, she experiences internal stress and acute anxiety. Kim also expressed that when she hears certain sounds from footsteps near her apartment, she experiences severe anxiety because she fears its law enforcement.

Recently, Kim's anxiety has been increased by social injustice issues that she has been observing on the news. Kim reported that observing the news scares me and I become angry. Kim reported that she experiences flashbacks, concerning her incidents and relate social injustice to what she has experienced in the past. Kim reported at times, she experienced lost sleep, sweat, anxiety, at times feeling that she is going to have panic attacks, heart beating fast, nervousness and she feels helpless.

#### Individual Trauma

Kim Jackson have a past diagnosis of Post Traumatic Stress Disorder (PTSD). This diagnosis was given by Renown Hospital. According to the Diagnostic and Statistical Manual of Mental Disorders 5<sup>th</sup> Edition, the criteria apply to adults, adolescents, and children older than 6. This diagnosis specify that an individual was exposed to death,

serious injury and in one more of the following ways. 1) experienced event that was traumatic. Kim Jackson has experienced the following intrusion from previous events with law enforcements that consist of: 1) recurrent, involuntary, and intrusive distressing memories of traumatic events, dissociative reactions (e.g., flashbacks), in which the individual feels or acts as if the traumatic event(s) are still recurring (individuals expression being a complete loss of awareness of present surroundings).

#### Cultural Trauma

“Cultural trauma occurs when members of a collectivity feel they have been subjected to a horrendous event that leaves indelible marks upon their group consciousness, marking their memories forever and changing their future identity in fundamental and irrevocable ways.” (Alexander, 2004).

#### Kim’s Reaction

Kim’s reaction to law enforcement is predicated of her history in relations to previous interactions. Kim’s PTSD