

**DOCTOR OF EDUCATION IN COUNSELING AND SUPERVISION**

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>- <i>Counselor Supervision</i></li> <li>- <i>Qualitative and Quantitative Research</i></li> <li>- <i>Advanced Practice/Assessment</i></li> <li>- <i>Counselor Education</i></li> <li>- <i>Ethics</i></li> <li>- <i>Social &amp; Cultural Issues/Multicultural Competence</i></li> <li>- <i>Interpersonal Effectiveness</i></li> <li>- <i>Written and Oral Presentation</i></li> </ul> | <ul style="list-style-type: none"> <li>▪ Expertise to provide Behavioral Health related counseling services as well as comprehensive counseling and case management services</li> <li>▪ Skill to provide comprehensive counseling services for: anxiety, depression, stress, violence, and coping areas amenable to brief solution-focused therapy</li> <li>▪ Knowledge of and skill to apply human social services principles and practices, family and group dynamics, human behavior and chemical dependency dynamics in providing counseling services</li> <li>▪ Knowledge of family structure, dynamics, needs and problems, interpersonal, economic, social, cultural, environmental, and psychological factors in relation to changing social patterns</li> <li>▪ Diagnostic skills in areas of psychological pathology and psychosocial dynamics</li> <li>▪ Skill in program development, teaching and counseling</li> <li>▪ Knowledge of legal information pertaining to family relationships and laws protecting children and elders, as well as professional ethics of marriage, group, family and child counseling</li> </ul> |
|--|---|

**PROFESSIONAL EXPERIENCE****HOPEFUL COUNSELING, LLC** (Lanham, MD)**Owner and Licensed Therapist****February 2018 - Present***50 Hours/Week*

Practices independently, using professional judgment and expertise to make decisions regarding services and treatment provided to clients. Provides holistic counseling to include family connections and inter-personal relationships. Acknowledging that many of the issues people face in counseling is wanting to learn how to manage day-to-day stressors, however, the bigger issue is connected to past unaddressed issues, concerns or traumas. Hopeful Counseling utilizes an array of therapy techniques, with the main technique being the strength within the rapport between the therapist and client combined with active listening to thoroughly grasp the concerns and thoughts of the client. Specialty areas include: Addiction, ADHD, Anger Management, Anxiety, Bariatric Assessment & Counseling, Behavioral Issues, Bipolar Disorder, Career Counseling, Depression, Difficult Parent-Child Relationships, Divorce, Domestic Abuse, Domestic Violence, Eating Disorder, Emotional Disturbance, Gender Issues, Grief, Medication Management (combined with a prescribing physician and/or psychiatrist), Oppositional Defiance, Parenting, Peer Relationships, School Issues, Self-Esteem, Self-Harming, Sexual Issues, Spirituality, Substance Abuse, Trauma & PTSD with use of EMDR (Eye Movement Desensitization and Reprocessing), stress management with use of MBSR practices (Mindfulness Based Stress Reduction)

**Key Results:**

- Manages 2 Behavioral Health private practice offices in the state of Maryland profiting approximately \$200,000 in 2018-2019
- Supervises 4 interns annually from surrounding Maryland colleges/universities Mental Health Counseling programs; who all have gone on to become licensed counselors in the state of Maryland and/or Washington, DC
- Provides support group therapy sessions for MedStart post bariatric patients in support of shifting behavioral responses to food and preventative behavioral modifications
- Provides quarterly mental health trainings for employee assistance programs for companies such as, Verizon, Capital One, US Postal Services, and Georgetown University Hospital
- Partners with local court agencies to complete psycho-social evaluations for detainees and/or mental health court
- Offers pro-bono services to local community agencies of lower SES individuals and/or local homeless
- Therapists makes contributions to surrounding newsletters about various topics related to behavioral health matters

**CHELTENHAM YOUTH DETENTION CENTER** (CHELTENHAM, MD)**Clinical Mental Health Director****September 2013 - January 2018***40 Hours/Week**Supervisor: Dr. Sheryl Manning, MD*

Provides comprehensive counseling services which include: screening, clinical case management, individual, group, and family treatment. Reviews, develops, coordinates and provides case management services concerning Behavioral Health participants to include anxiety, depression, stress, coping and other factors which detract from an individual's behavioral health. Serves as Subject Matter Expert (SME) on all Behavioral Health counseling treatment services. Conducts psychosocial assessments with emphasis on diagnosis and recommendation for treatment. Conducts assessments, evaluations and studies of new, existing, and proposed programs to determine effectiveness and impact, and recommends changes or improvements in methods and procedures to diagnosis and develops treatment plans based on identified problems, psychosocial factors and treatment capabilities. As a credential Licensed Independent Practitioner (LIP), performs diagnosis of mental health disorders and determine level of patient treatment that focuses on treatment intensity and individual patient needs. Applies vast knowledge and experience established therapeutic techniques, principles, theories and methods screens, evaluates and provides counseling for clients as indicated by interviews and assessment. Uses a variety of modalities and techniques as appropriate for situations and clients.

**PROFESSIONAL EXPERIENCE (CONTINUED)**

Prepares required reports and records. Develops and administers a multi-modality comprehensive rehabilitation and treatment program to deal with Behavioral Health related issues. Supervises employee's full performance. Plans, develops and implements programs designed to foster positive healthy relationships within the family structure. Promotes and maintains communication and harmonious working relationships with federal, state, and local government agencies to develop and maintain good working relationships.

**Key Results:**

- Conducts weekly clinical supervision to 5 counseling interns
- Provides mental health evaluations/assessments, problem identification, and crisis interventions to 150 youth within the facility
- Carries out initial intakes and assessments to approximately 10 subjects weekly.
- Coordinates client's use of other programs and community-based resources
- Participates in bi-weekly team meetings, quarterly in-service trainings, and bi-annual supervisory sessions
- Maintains strict confidentiality according to the federal and state guidelines and requirements
- Conducts weekly consultations with the program psychiatrist to implement or continue with medication management

**BALTIMORE CITY JUVENILE JUSTICE DETENTION CENTER (BALTIMORE, MD)****Intensive Services Unit (ISU) Clinical Coordinator****August 2013 - August 2017***40 Hours/Week**Supervisor: Dr. Sheryl Manning, MD*

Conducted psychological evaluations and intakes and provide therapy in individual and group settings for detained youth. Maintained clinical records and necessary statistics of psychotherapeutic and other client contacts in ASSIST ERS Electronic Record System in accordance with ethical standards and guidelines. Provided crisis management, triage, daytime walk-in emergency service, and assumes after-hours on-call responsibilities for daytime and evening emergency psychological services. Provided supervision and training as needed for case workers. Provided mental health and risk management training to Detention Center staff, including facility safety, residence life staff, orientation staff, and other faculty/staff as appropriate. Consulted with parents, physicians, residence life staff, outside counseling services, and other community service offices to provide quality care to detainees. Consulted with the psychiatrist in conjunction with prescribing and monitoring psychotropic medication for psychotherapy clients. Referred to outside therapists, clinics, or hospitals, when appropriate. Reported situations of abuse/neglect or risk to self/others to appropriate internal and external entities, in accordance with legal and ethical guidelines.

**Key Results:**

- Conducted weekly clinical supervision to counseling 5 interns
- Provided mental health evaluations/assessments, problem identification, and crisis interventions to 50 assigned clients
- Offered individual, group and family therapy
- Led weekly substance use educational groups provided to assist with educating youth about the physical and behavioral aspects of continued illicit substance use
- Carried out initial intakes and assessments
- Coordinated client's use of other programs and community-based resources
- Maintained accurate and timely clinical records consistent with COMAR regulations
- Participated in team meetings, in-service trainings, and supervisory sessions
- Maintained strict confidentiality according to the federal and state guidelines and requirements
- Partnered with the program psychiatrist to implement or continue with medication management

**MY SISTER'S PLACE WOMEN'S RESOURCE CENTER (BALTIMORE, MD)****Mobile Treatment Services Clinical Coordinator****August 2013 - Present***Volunteer position-at least 10 hours a month**Direct Contact: Tammy Williams, Case Mang*

Provided a full range of therapeutic & case management services including assessments, consultations and therapies to patients in the program including, but not limited to: Frequent, direct contacts with consumers to provide therapy and support; A focus on strengthening the consumer's ability to address acute and chronic problems; Use of naturalistic community settings for teaching and modeling problem-solving skills; Provision of continuity of care within the framework; Collaboration and consultation with other interdisciplinary treatment teams and programs to promote and enhance the care provided; Outreach and assertive provision of services to treatment resistant members; Mobilization of environmental and organizational supports, including family members, professional, and other interested parties; Providing evidence based individual, family or group psychotherapies based on assessment and diagnosis; Offering Psycho-educational programs for women, families and staff; Linking participants to other programs and to community resources; Participating in team staffing regarding member selection, determination of treatment plans and goals, progress evaluation, discharge planning, and after care; Working assertively and consistently with inpatient teams to assure continuity of care by providing consultation regarding clinical needs, treatment plans, and case management services for assigned members; Working to promote appropriate treatment, rehabilitation, and expeditious discharge of assigned members, consistent with program goals and with the individual treatment plans.

**PROFESSIONAL EXPERIENCE (CONTINUED)**

**Key Results:**

- Provided mental health evaluations/assessments, problem identification, and crisis interventions to assigned clients
- Provided individual and/or family therapy focused in the areas of trauma
- Led weekly substance abuse groups provided to assist with educating youth about the physical and behavioral aspects
- Conducted initial intakes and assessments
- Coordinated client's use of other programs and community-based resources
- Maintained accurate and timely clinical records consistent with COMAR regulations
- Participated in team meetings, in-service trainings and supervisory sessions
- Maintained strict confidentiality according to the federal and state guidelines and requirements
- Assisted clients with securing basic housing needs within the Baltimore City area
- Partnered with the program psychiatrist to implement or continue with medication management

DETOX CENTER/CITY OF ALEXANDRIA GOVERNMENT (ALEXANDRIA, VA)

**Group Therapy Co-Facilitator****August 2012 - August 2013***P/T 20 Hours/Week**Supervisor: Tony Briggs, LPC (retired)*

Under the direct supervision of a Licensed Professional Counselor (LPC), assisted with crisis interventions and diagnostic evaluations and Co-facilitated group counseling services within a detox facility.

**Key Results:**

- Made professional evaluations, decisions, and recommendation for treatment planning and implementation. Defined patient/family problems and maintaining an effective counseling relationship
- Provided subject matter consultation to colleagues and trainees on the counseling process within various specialty areas, built on the foundation of competence through regular meetings and discussions to explain assignments, review progress of cases and confer about the counseling perspectives and orientation
- Provided complex crisis intervention and stabilization to patients who were in psychological distress. Used independent judgment and skill
- Established goals/treatment through a collaborative process with the patient utilizing advanced counseling skills, including evidenced- based practices, screening, and psychosocial assessment

FAIRFAX COUNTY GOVERNMENT-COMMUNITY SERVICE BOARD (FAIRFAX, VA)

**Mental Health Therapist****May 2006 - August 2013***40 Hours/Week**Supervisor: Cathy Lynch, LMSW (retired)*

Used a wide variety of individual, group, or familial counseling interventions; demonstrates sensitivity to diversity and possesses multicultural counseling skills. Fully utilized the current DSM in making diagnoses and formulation of treatment goals and application of appropriate clinical intervention using professional counseling practices. Developed and facilitated psychotherapy and psycho- education groups that include life skills, family support, and community integration. This included evidence-based psychotherapy.

**Key Results:**

- Implemented interventions to staff and/or clients during escalated emergency situations
- Assisted in facilitating behavior change by helping clients with program routines and expectations (by providing structure, setting limits and boundaries, integrating treatment plan goals into daily routine)
- Provided treatment, counseling and education to clients, families and others involved
- Provided direct services in managing, or co-facilitating process and/or psycho educational group counseling
- Completed individual counseling on a weekly basis
- Monitored and provided a structured program schedule or activities, as well as program rules, policies and procedures
- Identified environmental, family and socio-economic stressors
- Assessed severity of mental illness and addiction
- Collaborated with other officials with treatment planning and case management

DEPARTMENT OF HUMAN SERVICES/CITY OF ALEXANDRIA GOVERNMENT (ALEXANDRIA, VA)

**Mental Health Therapist****July 2011 - February 2013***P/T 20 Hours/Week**Supervisor: Christine Heaton, LPC (retired)*

Provided a full range of psychological assessment services and diagnoses mental disorders and behavioral health conditions; Education to patients, family members and significant others; Comprehensive, evidence-based psychotherapeutic interventions, including individual, family and group psychotherapy; Consultation to professional staff and community providers, concerning clinical assessment findings and appropriate treatment plans for patients. Developed, implemented, and documented the psychotherapeutic treatment plan for an assigned caseload of patients, including prompt completion of clinical reminders. Functioned independently as a member of the Medical Staff, with full clinical privileges. Assumed complete professional responsibility for his/her clinical assessment findings, patient care decisions and documentation. Assisted in the design, development and implementation of clinical programs for a team of treatment providers

**PROFESSIONAL EXPERIENCE (CONTINUED)****Key Results:**

- Completed all applicable assessments documents to develop individualized service plans; wrote weekly and/or monthly progress notes on computer system
- Maintained clinical records following all applicable licensing and Medicaid regulations
- Identified and responded to personal emergencies and crisis with referral to appropriate community resources and treatment team
- Collaborated with other officials with treatment planning and case management

DEPARTMENT OF HUMAN SERVICES/CITY OF ALEXANDRIA GOVERNMENT (ALEXANDRIA, VA)

**Mental Health Therapist****July 2011 - February 2013***P/T 20 Hours/Week**Supervisor: Christine Heaton, LPC (retired)*

Function within fast-paced primary care teams and consulted with 8-10 patients per day with the primary goals of assisting members with identification, treatment, and management of mental health and behavioral medicine conditions in the enrolled population.

**Key Results:**

- Wrote clear, concise progress notes, generally ½ to 1 page long, with explicit impression, recommendations, and plan for PCP use. Progress notes document curbside consultation outcomes and all notes are completed within 24-hours
- Coordinated care with integrated behavioral health co-located staff and the rest of the Primary Care team
- Functioned as a treatment advocate and guide, consultant, counselor and educator while providing integrated health care to outpatients in Primary Care
- Completed all applicable assessments documents to develop individualized service plans
- Wrote weekly and/or monthly progress notes on computer system
- Maintained clinical records following all applicable licensing and Medicaid regulations
- Identified and responded to personal emergencies and crisis with referral to appropriate community resources and treatment team
- Collaborated with other officials with treatment planning and case management

ADULT DETENTION CENTER/CITY OF ALEXANDRIA GOVERNMENT (ALEXANDRIA, VA)

**Mental Health Therapist (intern)****August 2010 - August 2012***P/T 20 Hours/Week**Supervisor: Tony Briggs, LPC (retired)*

As a member of a multidisciplinary team, and delivered brief, consultation-based services to inmates. Assured adequate identification and treatment of a variety of emotional and mental health challenges. The focus was on general service delivery for a wide range of concerns and resolving problems within the service context. Behavioral health visits were brief (generally 20-30 minutes), limited in number (1-6 visits), and provided in the primary care practice area, structured so that the patient views meeting with the behavioral health provider as a routine primary care service. Managed same-day walk-ins and warm-handoffs from providers, and conducted brief, focused assessments, diagnostics, and evidence-based psychotherapies. Provided "on-time, on-target" information to cased managers and collaboratively made appropriate care decisions.

**Key Results:**

- Conducted intake interviews, obtains consumer history, determines consumer's strengths and weaknesses, and developed suitable treatment plans and goals for substance abusers/ dependent and stabilized co-occurring diagnosed consumers
- Provided crisis intervention and diagnostic evaluations to inmates
- Counseled incarcerated adults during emotional or crisis moments
- Facilitated individual and group counseling services to substance abusers/ dependent, stabilized dually diagnosed inmates within the context of a therapeutic community
- Engaged in supportive services to inmates undergoing detoxification and those with mental health / substance abuse problems in the general population
- Taught education classes on substance abuse, relapse prevention, criminal conduct behavior and related mental health issues to the Sober Living Unit and the general population
- Coordinated services with other agencies and the criminal justice system and maintains communication with community resources regarding consumer treatment, progress, and discharge planning
- Attended applicable training sessions, conferences, and workshops provided by the department, other agencies, and organizations

**EDUCATION**

September 2018, Argosy University (Washington, DC)  
**Counseling Education & Supervision, Doctoral Program**

August 2006, George Mason University (Fairfax, VA)  
**Psychology, Bachelor's Degree Program**

June 2011, Argosy University (Washington, DC)  
**Community Counseling, Master's Program**

August 2004, George Mason University (Fairfax, VA)  
**Biology, Bachelor's Degree Program**

**LICENSURES**

**Approved Clinical Supervisor (ACS) 2019**

**Behavior Counselor-Tele Mental Health (BC-TMH) 2019**

**Licensed Clinical Counselor**

District of Columbia License #PRC15025

Exp: 12/31/2022

**Licensed Clinical Professional Counselor**

Maryland License #LC6516

Exp: 01/31/2023

**Licensed Professional Counselor**

Virginia License #0701007491

Exp: 06/30/2021

**National Master's Addiction Counselor**

Exp: 03/31/2021

**National Certified Counselor**

NBCC# 335488

Exp: 03/31/2025

**TECHNICAL SKILLS & CORE COMPETENCIES**

Microsoft Office Suite

Advanced proficiency level with Excel - (i.e. macros, pivot tables, linked workbooks, nested formulas etc.)

**PROFESSIONAL MEMBERSHIPS**

- ❖ *Member* of Virginia Counseling Association 2017 - Present
- ❖ *Member* of District of Columbia Counseling Association 2017 - Present
- ❖ *Member* of Black Therapist Rock 2017 - Present
- ❖ *Member* of Maryland Counseling Association 2013 - Present
- ❖ *Member* of Chi Sigma Iota Honor Society 2010 - Present
- ❖ *Member* of the American Counseling Association (ACA) 2010 - Current
- ❖ *Member* of the National Association for the Advancement of Colored People (NAACP) Lifetime Membership

**TEACHING EXPERIENCE**

**Adjunct Professor University (Summer 2018) of Southern California - Rossier**

School Counseling Program courses

**Clinical Supervisor (Spring 2018) George Mason University**

Internship I for Graduate Level Counseling Students

**Clinical Supervisor (Fall 2017 - 2018) Argosy University, Online**

Internship I for Graduate Level Counseling Students

**Adjunct Professor (Summer 2017 - 2018) Argosy University, Northern VA Campus**

Careers in Psychology for Undergraduate Level Psychology Students

**Adjunct Professor (Summer 2017 - 2018) Argosy University, Northern VA Campus**

Crisis Counseling for Graduate Level Mental Health Counseling Students

**Adjunct Professor (Summer 2017 - 2018) Argosy University, Northern VA Campus**

Abnormal Psychology for Undergraduate Level Psychology Students

**Adjunct Professor (Spring 2017 - 2018) Argosy University, Northern VA Campus**

Careers in Psychology for Undergraduate Level Psychology Students

**Adjunct Professor (Fall 2016 - 2018) Argosy University, Northern VA Campus**

Personality Theories for Undergraduate Level Psychology Students

**Adjunct Professor (Fall 2016 - 2018) Argosy University, Northern VA Campus**

**(under the supervision of Dr. Courtney Conley, LCPC)**

Couples and Marriage Therapy for Graduate Level Counseling Students

**Teaching Assistantship (Spring & Summer 2016) Argosy University, Northern VA Campus**

**(under the supervision of Dr. Courtney Conley, NCC, LCPC)**

Couples and Family Counseling for Graduate Level Counseling Students

### TEACHING EXPERIENCE (CONTINUED)

**Teaching Assistantship (Summer 2013) Argosy University, Northern VA Campus**

**(under the supervision of Dr. Tracy Hutchinson, NCC, LMHC)**

Maladaptive Behavior and Psychopathology for Graduate Level Counseling Students

**Teaching Assistantship (Spring 2013) Argosy University, Northern VA Campus**

**(under the supervision of Dr. Tracy Hutchinson, NCC, LMHC)**

Counseling Skills for Graduate Level Counseling Students

**Teaching Assistantship (Spring 2013) Argosy University, Northern VA Campus**

**(under the supervision of Dr. Tracy Hutchinson, NCC, LMHC)**

Maladaptive Behavior and Psychopathology for Graduate Level Counseling Students

**Teaching Assistantship (Fall 2012) Argosy University, Washington, DC**

**(under the supervision of Dr. Tracy Hutchinson, NCC, LMHC)**

Counseling Skills for Graduate Level Counseling Students

**Teaching Assistantship (Fall 2012 semester) Argosy University, Northern VA Campus**

**(under the supervision of Dr. Tracy Hutchinson, NCC, LMHC)**

Counseling Practicum for Graduate Level Counseling Students Completing Their Practicum

**Teaching Assistantship (Fall 2012 semester) Argosy University, Northern VA Campus**

**(under the supervision of Dr. Tracy Hutchinson, NCC, LMHC)**

Professional and Ethical Issues for Graduate Level Counseling Students

**Teaching Assistantship (Summer 2012 semester) Argosy University, Northern VA Campus**

**(under the supervision of Dr. Stephanie Dailey, LPC)**

Professional and Ethical Issues for Graduate Level Counseling students

### CONFERENCE, PRESENTATIONS, POSTERS AND / OR CURRICULUMS

**January 2019 Bariatric Behavioral Modification Group** (various cities in Maryland) - established support group for individuals seeking bariatric surgery in support of allowing for the relationship with food to be changed in support of managing weight loss

**January 2019 Mindfulness Mondays** (virtual meditation group) - established meditation group in support of assisting with alleviating of mental health symptoms related to stress

**January 2018 Hopeful Counseling Book Club** (Lanham, MD) - established book club in support of body positivity for plus size adult women and young adults

**December 2017 The Diva Effect, Inc.** (Baltimore, MD) - Workshop facilitator on emotional wellness

**November 2017 Maryland Counseling Association Annual Conference** (Baltimore, MD) - Roundtable discussion on "Coming out FAT!": fat oppression and liberation

**June 2017 Mental Health of America Annual Conference** (Washington, DC) - "Where's My Happily Ever After When my Partner's Mentally Ill?"

**March 2017 My Sister's Place Women's Resource Center** (Baltimore, MD) - Communication workshop with case managers

**February 2017 Poster Presentation, Maryland Counseling Association of Multi-Culture & Diversity** (Bowie, MD) - Plus size body image concerns and oppressive patterns

**November 2016 Guest lecturer for Practicum/Internship Counseling students** (Baltimore, MD)

**July 2016 DC College Prep Workshop**, Trinity University (Washington, DC) - Mental health seminar provided to female high school graduates preparing for their freshman year; seminar included topics covering general health, relationships, safety concerns and mental health issues freshman may encounter

**November 2015 Educational Session, Maryland Counseling Association Annual Conference** (Annapolis, MD) - "I'm locked up, but, i'm a kid!"

**August 2015 Mental Health Training** for Jireh's Place (Arlington & Alexandria, VA) - Provided mental health training and basic counseling skills to program leaders of a nonprofit organization working with adolescent females

**March 2015** *Poster Presentation*, American Counseling Association Conference, Orlando, Florida

**December 2014** *Counseling Skills for Working with the Mental Health Population Training* - My Sister's Place Women's Resource Center (Baltimore, MD)

**October 2014** *Wellness Workshop*, E-Stephens team Organization (Upper Marlboro, MD)

**September 2014** *Mental Health Staff Training/Depression: Identifying signs and symptoms*, Baltimore City Juvenile Justice Center

**August 2014** *Mental Health Staff Training/Aggressive behaviors in adolescents*, Baltimore City Juvenile Justice Center

**August 2014** *Jireh's Place* (Arlington & Alexandria, VA) = Provided mental health training and basic counseling skills to program leaders of a nonprofit organization working with adolescent females

**July 2014** *Mental Health/Crisis Intervention training*, Baltimore City Juvenile Justice Center

**August 2013** *Jireh's Place* (Arlington & Alexandria, VA) - Provided mental health training and basic counseling skills to program leaders of a nonprofit organization working with adolescent females

**January 2013 & January 2012** *Career Workshop*, Argosy University - Panel presentation provided to Community Counseling graduate students about the different career options within the field of counseling, job opportunities, counseling memberships and volunteer opportunities

**March 2012 & November 2011** *Career Workshop*, Argosy University - Panel presentation provided to Community Counseling graduate students about the different career options within the field of counseling, job opportunities, counseling memberships and volunteer opportunities

## RESEARCH EXPERIENCE

- Quality of life for plus size women in higher education/body positivist using resilience techniques within the counseling relationship (dissertation research)
- Researching ways to create a trauma focused environment within correctional facilities to assist in reducing the rates of recidivism with use of mindfulness practices
- Trauma focused treatment in support of improving the emotional quality of African American families