

STEPHANIE GONZALES, LCSW-S

Stephanie.Gonzales1@austin.utexas.edu | Austin, TX | Pronouns: she/her/hers

SUMMARY

Dedicated and results-driven leader with over a decade of experience in motivating teams, developing and facilitating training, and fostering growth in others. Expertise in organizational development, crisis management, consultation and coaching, and culturally responsive practices.

PROFESSIONAL EXPERIENCE

Quality Consultant Senior/Equity and Inclusion Liaison Austin Police Department (APD)

March 2022 - Present

- Provide coaching and consultation to department executives, leaders, officers and professional staff on effective and trauma-informed leadership through an equitable lens.
- Facilitate workshops to department staff on sustaining an inclusive culture for staff wellness, to improve retention, and to enhance service delivery.
- Collaborate on the planning and implementation of APD's Strategic Direction Plan.
- Develop and provide training on team building and conflict resolution to APD staff.
- Facilitate internal discussions on organizational development and policy alignment.
- Lead community engagement efforts to build trust between APD and Austin residents.
- Evaluate and monitor the effectiveness of departmental programs using a trauma-informed, culturally responsive lens.
- Present to City of Austin Boards and Commissions on programs and services.
- Coordinate events and conferences that educate and motivate others.

Victim Services Supervisor Austin Police Department

January 2019 - March 2022

- Provided ongoing supervision, consultation, and coaching to crisis counselors who respond to traumatic incidents 24/7, including clinical supervision to social workers.
- Determined goals, objectives, and resources for the Victim Services Division.
- Developed and assessed program effectiveness through surveys and feedback.
- Led cross-department collaborations to improve services for populations at risk of marginalization.

ADDITIONAL RELEVANT ROLES

- **Victim Services Counselor** | Austin Police Department
- **Victim Services Senior Counselor & Volunteer Coordinator** | Travis County Sheriff's Office
- **Child Support Research Specialist** | Texas Council on Family Violence
- **Hotline Advocate** | National Domestic Violence Hotline
- **Youth Care Coordinator & Houseparent** | The Settlement Home for Children

DEVELOPED AND FACILITATED TRAINING ON TRAUMA-INFORMED CARE TO:

- Austin Police Department Staff (Sworn officers, professional staff, and police cadets)
- Travis County Sheriff's Office Deputies and Supervisors
- Domestic Violence Agencies across Texas as a facilitator for the Texas Council on Family Violence

PROVIDED CONSULTATION TO :

- The International Association of Chiefs of Police on incorporating equitable practices into police departments
- Select police departments across the country with emerging Victim Services departments
- Austin Police staff hosting the 4th Annual World Conference for LGBTQIA+ Criminal Justice Professionals
- City of Austin departments and programs on crisis intervention and policing practices

CURRENT COLLABORATIONS AND MEMBERSHIPS

- Austin/Travis County Sexual Assault Response and Resource Team (SARRT)
- Immigrant Services Network of Austin (ISNA)
- Collective Sex Crimes Response Model Project (CSCRM)
- Austin/Travis County Suicide Prevention Coalition
- Austin Equity Action Team

EDUCATION

Master of Science in Social Work

May 2010

University of Texas at Austin

Major: Clinical Social Work

Bachelor of Arts

May 2005

University of Texas at Austin

Major: Psychology

CORE COMPETENCIES

- Trauma-informed Facilitation
- Leadership Development
- Coaching, Supervision & Management
- Community Engagement
- Crisis Management
- Cross-Systems Collaboration
- Relationship Building
- Data Analysis & Policy Review
- Conflict Transformation
- Project Management