

CECILY PEEPLES RODRIGUEZ

More than twenty-five years of firsthand involvement with the development and implementation of interventions to improve human service equity and access; workforce development; strategic and team action planning, and organizational development in the public and private sector. Multi-tasking Manager well-known for creating positive workplace culture and high-performing teams. Demonstrated program and employee management expertise. Collaborative leader with dedication to partnering with coworkers to promote engaged, empowering work culture. Documented strengths in building and maintaining relationships with diverse range of stakeholders in dynamic, fast-paced settings.

WORK HISTORY

November 2018 - Current

Associate Director for Research and Organizational Innovation, Institute for Policy and Governance, Virginia Polytechnic Institute

Senior Manager of Applied Research, School of Public and International Affairs, Virginia Polytechnic Institute

Manager of Applied Research, School of Public and International Affairs, Virginia Polytechnic Institute

- Develops new programs and research related to leadership and management, strategic planning, equity, and inclusion including cultural competence micro credentials, social equity graduate seminars, and health disparity research and technical assistance.
- Partners with sponsors to assess current management practices and develop tailored strategies for improvement.
- Conducts organizational audits and gap analysis for strategic planning.
- Lead training sessions and workshops for teams and employees on topics such as communication, conflict resolution, and performance management.
- Collaborates with clients to develop and implement change management plans to navigate transitions and achieve desired outcomes.
- Currently serve as principal investigator multiple organizational development programs for public sector agencies.
- Develops and evaluates stratified learning and development frameworks defined by leadership level including knowledge, skills, abilities, behaviors, and competencies needed at each level.

January 2020 - September 2021

Director of Diversity and Inclusion (appointment) College of Architecture and Urban Studies

- Provided strategic leadership and administrative oversight for researching, developing, implementing, and maintaining range of interventions to prioritize diversity, equity, and inclusiveness in college.
- Primary focus on development of long-term strategies and collaborations designed to enhance college climate to increase recruitment, matriculation, support, retention, and ultimate graduation of underrepresented minority students.

January 2017 - November 2018

Director U.S, Refugees and Immigrants, Refugee Health Services

- Executive leadership of grant and contract-related planning and implementation for federally funded health programs

- Developed, managed, and oversaw program budgets and teams totaling more than \$30 million annually.
- Lead new implementation and management of self-funded health coverage plan for refugees, immigrants, and unaccompanied refugee minors in compliance with federal and state regulations in seven states.
- Responsible for employee compliance with, and measurement and effectiveness of, all business standards of practice including project management, data analytics, quality assurance, and other processes internal and external.
- Supervised local and remote staff and ensured on-time implementation and management.

May 2008 - January 2017

Director of Behavioral Health Equity and Workforce Virginia Department of Behavioral Health, Richmond, VA

Health Equity, Cultural Competence, and Language Access Initiatives

- Developed ten workforce training curricula related to workforce development, health equity, cultural competence, and succession planning.
- Provided statewide training and technical assistance for health system to include forty community services boards and more than one thousand private providers of behavioral health and developmental services.
- Served as subject matter expert on national, state, and local level program planning committees.
- Monitored and reported on ADA and civil rights compliance in public behavioral health hospitals and centers.
- Developed state and national partnerships to reduce disparities in behavioral health and developmental services.
- Shepherded statewide implementation of National Standards for Culturally and Linguistically Appropriate Services (CLAS)

Workforce Development and Succession Planning Initiatives

- Developed comprehensive plans for large-scale projects that involved coordinating multiple teams.
- Authored and implemented Human Capital Vision Plan for Central Office
- Responsible for training and technical assistance related to state facility workforce development and succession planning.
- Authored departmental policy on workforce development and language access activities.

January 1999 - January 2008

Deputy State Director Telamon Corporation

- Administered Federal National Farmworker Jobs program designed to counter chronic unemployment and underemployment experienced by agricultural workers in the mid-Atlantic.
- Chaired Corporate Strategic Planning Committee
- Recruited, managed, and developed multicultural and multilingual workforce in eight regional offices.
- Reduced operational risks while organizing data to forecast performance trends.

EDUCATION

May 2014

Master of Public Administration

Virginia Polytechnic Institute and State University, Blacksburg

May 1992

Bachelor of Arts Political Science

Virginia Commonwealth University, Richmond, VA

AFFILIATIONS

- Chair - Governing Board of the Institute for Diversity Certification (IDC)
- Evaluator for the IDC Certified Diversity Executive and Certified Diversity Professional candidate projects
- Chair - Equity and Inclusion Subcommittee and Board Member - Health Brigade
- Member - Henrico County Schools - Equity Advisory Committee Member -
- Member- National Network for the Elimination of Disparities in Behavioral Health Advisory Committee (SAMHSA) Member
- Member - Association for Talent Development
- Member - National Association of Public Administration

SKILLS

- Proposal Development
- Curriculum Development
- Leadership and Management Consultation
- Community Engagement and Outreach
- Data Collection and Analysis
- Project Planning
- Multi-Operations Management
- Team Leadership
- People Skills
- Monitoring and Evaluation (M&E)
- Conflict Resolution

CURRICULUM DEVELOPMENT

- CivilianLEAD Leadership Program for Virginia State Police
- Equity Ambassador Program for Public Managers
- SystemLEAD Leadership Development Training Curriculum for Behavioral Health and Developmental Disabilities
- Virginia Public Sector Leader Program
- Peer Mentor Champion Program
- Qualified Bilingual Staff- Interpretation Training for Non-Interpreters
- Cultural and Linguistic Competence Facilitator Training of Trainers Curriculum
- Community Mental Health Awareness Training Curriculum

REPORTS AND BRIEFS

- Report to Secretary of Virginia Health and Human Resources: - Increasing Access to Services - Human Resource and Workforce Development Strategies
- Behavioral Health Disparities Overview

- “I work at a state psychiatric hospital- Minimal Training is Required”: An Exploration by Self Perception of Cultural Competence in Virginia Mental Health Care Providers; A Review of Cultural and Linguistic Competency in the Virginia Behavioral Health and Developmental Services System
- DBHDS Vision 2020 Human Capital Strategy
- An Exploration of Mental Health Needs and Perceptions in Virginia's Refugee Population

CONFERENCES AND PRESENTATIONS

- Collaborating with Interpreters in a Behavioral Health Setting, Henrico Area Mental Health and Developmental Services, 2024.
- National Network for the Elimination of Disparities in Behavioral Health Virtual Roundtable: Understanding Behavioral Health Needs in Refugee, Immigrant, and Asylee Communities, 2022
- National Hispanic Latino Mental Health Technology Transfer Center, Behavioral Health, and Wellness in Agricultural Communities, 2021
- National Hispanic Latino Mental Health Technology Transfer Center, “Best Practices for Mental Health Interpreters Working with Hispanic and Latinos.”
- Winter Commencement Keynote Speaker - Department of Political Science, Virginia Commonwealth University, 2019
- Virginia Commonwealth University, Broadening Wellness: Sustainable Approaches to Community Wellness, 2015

CERTIFICATIONS AND TRAINING

- Certified Diversity Executive, Institute for Diversity Certification/ Society for Diversity
- Qualified Administrator and Trainer of the Intercultural Development Inventory and the Intercultural Conflict Style Inventory
- Qualified Mental Health Interpreter - University of Rochester Medical School
- CITI - Institutional Review Board Principal Investigation Certification
- Proficient in Spanish/English